

Local Govt. Service
245

JULY-AUGUST 1949

CONFERENCE
AUG 8-10 1949
LIBRARY



ABERDEEN
CONFERENCE NUMBER

REF

Turned!

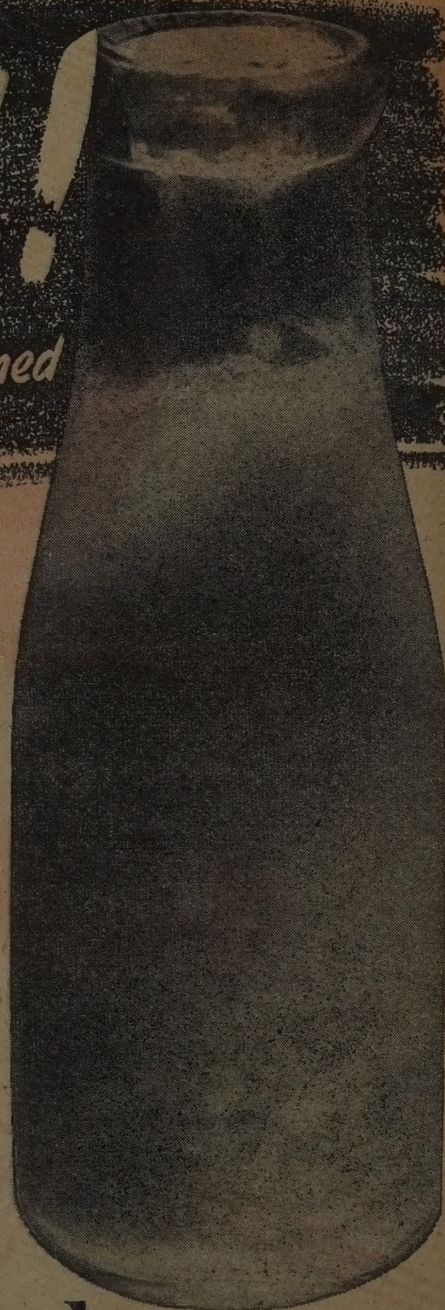
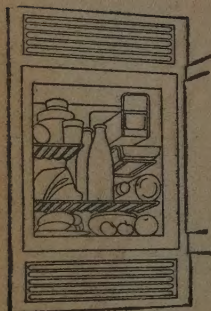
this never should have happened

Are you helping the people to safeguard their food?

The Housewife's problem is to keep milk fresh for 24 hours. Yet milk deteriorates hour by hour and *it's always summer in the kitchen*. Milk cannot turn if the temperature is kept constantly below 50 F. (the temperature inside a refrigerator). Another important reason why refrigeration is a *necessity* to safeguard the people's food.

Many Local Authorities, appreciating the need for "healthy food storage", are now making the Electrolux M.151 built-in Refrigerator available to their tenants at approximately 1/3d. per week. Our Contracts Department will gladly send you details of this scheme.

Electrolux built-in Refrigerators are now readily available for delivery to Local Authorities for their Housing Estates.



BUILT-IN

Silent

Electrolux

REFRIGERATORS

Operated by Gas or Electricity



By Appointment
Refrigerator
Makers



By Appointment
Suction Cleaner and
Refrigerator Manufacturers

ELECTROLUX LIMITED, 153/5 REGENT STREET, LONDON, W.1 Works: LUTON, BEDFORDSHIRE

regd

Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Nos. 19 & 20 VOL. XXV

JULY—AUGUST 1949

SIXPENCE

	PAGE
President's Address	409
£37,000 For NALGO's Needy	410
What Conference Decided—a Summary	411
Conference Proceedings	412
Ancillaries' Year of Progress	435
"The Doin' O't"—by "Tobias"	436
Results of the N.E.C. Election—and Careers of Its New Members	437

	PAGE
Education—Greater Use of Training Facilities Would Help Solve Members' Pay Problems	438
Health—NALGO Shares Credit for Service Improvements	439
Transport—Recruitment Forging Ahead	439
Gas—Struggle for Better Standards	440
Electricity—Review of Organisation and Conditions	440
Public Relations—The New Priority	442
Members in Birthday Honours	442

ABERDEEN BON ACCORD

ABERDEEN, 1949, will be remembered in NALGO as the Conference which seemed, in prospect, destined to be dull and disappointing but which, in retrospect, appears as one of the happiest and most successful.

The agenda was uninspiring and lacked dramatic possibilities. Although the absence of any motion on T.U.C. affiliation, for one year at least, must have been a relief even to the protagonists, it left a hole which no other issue seemed likely to fill. There was every possibility of a tedious and profitless wrangle between the platform and the floor on salaries and service conditions. Many were fearful of still wider rifts, suggesting that NALGO might be disintegrating under the strain of an expanded and rapidly increasing membership. Few can have had even moderate hopes that the gathering would be a success.

But, when it was over, almost every delegate, whether he had viewed it from the eminence of the platform or from the anonymity of the floor, agreed that it had all been most happy and that everyone was to be congratulated. There was no bitter conflict on any issue between leadership and rank-and-file, or between any section of membership. When the platform did receive a slap, it was usually delivered and accepted with great good-humour on both sides and served merely as a reminder that this was, after all, a NALGO Conference. Has there ever been a Conference before at which there was not only no card vote, but not a single occasion when a formal count of hands was necessary?

Demonstration of Unity

On the third afternoon, the general urbanity culminated in a demonstration of comradeship and unity which can rarely, if ever, have been equalled in our Association. The vote of thanks to the National Executive Council, normally a formal and rather tedious interruption to more serious business, to be got over as quickly as possible, was carried with a warmth of feeling which must have surprised, almost as much as it pleased, that frequently maligned body, while the later ovation to the President was imbued with such emotional fervour as to make it abundantly clear that delegates were proud to hail him as leader of the Association and determined to let him know that they recognised that the success of Conference was due more to his guidance than to any other factor. If the atmosphere of Conference is any guide, therefore, NALGO has never been more united in spirit nor more in agreement on the fundamentals of policy.

But if the results of Conference are considered apart from its emotional atmosphere, it is difficult to feel any sense of positive achievement. At the end of the private session, after a debate of high quality, the delegates, by a substantial majority, accepted the view of the N.E.C. that we should not, at the present

time, embark on a campaign for wholesale salary increases but that we should do all that is possible within the Whitley machinery to remove anomalies and secure justifiable improvements in the grading of groups of officers. National and international economic developments since Conference have strengthened the case for this policy and have reinforced the view that, while it cannot be expected to arouse enthusiasm among members, it is nevertheless the policy best calculated to achieve the maximum of benefit for them in present conditions.

Practical and Cautious

Other decisions were practical and cautious, rather than dramatic. The debate on the measures needed to enable the Association to absorb and cater for its new members in fields outside local government, gave helpful guidance to the N.E.C. but was no more than a curtain-raiser for the decisions which must be reached next year. The review of the Association's public relations policy, accepted almost without discussion, involved no spectacular break with former policy, although the decision to establish research panels may bring fireworks later on. Of the remaining decisions, readers are likely to feel, when they have read the report, that, when so much was said, it is surprising how little is to be changed. The tying up of Conference procedure to ensure that the President is inducted with dignity rather than haste; the provision for a ballot; improvements in "L.G.S."; the remission of subscriptions from national service trainees—few will disagree with these, but none will regard them as revolutionary.

Significantly, the important decisions were the negative ones. NALGO will not abandon Whitleyism; will not yet change its name; will not establish separate autonomous organisations within itself; will not seek to negative the effect of the entrance and promotion examinations by endeavouring to secure further deferments; will not make a charge for "L.G.S."; will not change the method of electing the National Executive Council.

Was it Worth While?

The cynic may ask whether, in spite of all the bonhomie it engendered, Conference was really worth all the trouble and expense. But cynics can always question the value of Conferences with some show of justification. The motions carried with the greatest enthusiasm are frequently those most lacking in lucidity and least likely to have any practical result. The biggest decisions are often made with little discussion: trivialities are argued at length. Conference is supposed to decide the policy of the Association, but year after year delegates complain that the N.E.C. has failed to do what it was told to do and has done a lot of other things it was not told to do.

Nevertheless, those who were at Aberdeen will maintain that it was abundantly worthwhile. It would be superficial to assess Conference by the motions carried, and few would feel that the N.E.C. was giving wise and positive leadership were it to confine its activities for the coming year within the literal terms of Conference resolutions.

Conference is an annual opportunity for the keenest workers for NALGO to meet together and discuss their problems, in and out of the formal sessions: it is an opportunity for classifying any deep divisions within our ranks, and for assessing the pulse of the Association.

Looked at in that light, the Aberdeen Conference showed beyond all doubt that, while NALGO is growing and spreading, it is not outgrowing its strength; it is in glowing health and full of vitality; there are no serious divisions within the ranks; the biggest trade union of black-coated workers has never been more united; its present mood may be cautious and restrained, but it is determined to carry into the unknown future all that is best in the NALGO spirit as we have known it in the past.

Population—and You

THE report of the Royal Commission on Population should be "must" reading for every elected representative and every officer in the public service who thinks of his work as more than a means of bridging the daily hours between nine and five. For it is, for each one of us, possibly the most important document of the century, affecting us in our capacities as citizens, as public servants, and as trade unionists.

For the citizen, the lessons of the report are clear. The population of Britain is failing to replace itself. Although the decline is not so serious as it appeared before the war—when experts issued panic-stricken predictions of imminent race-suicide—it will become dangerous if unchecked. The danger will lie not so much in a prospective drop in total numbers as in the extension, to the growing embarrassment of our national economy, of the shift in the balance of population which is already evident. In 1851, out of every 1,000 persons in Britain, 355—more than one third—were under 14, 598 were between 15 and 64, that is, of working age, and 47—less than 5 per cent—were over 65, and thus above working age. To-day, of every 1,000 people, only 215 are below 14, 681 are between 15 and 64, and 105 are over 65. In 2047, assuming that the size of families remains at the same level as in the pre-war decade, that mortality rates continue to fall, and there is no net migration, the proportion of children under 14 will have shrunk to 191—less than 20 per cent—that of old people over 65 will have increased to 171, and to support that army of 362 dependents there will be only 638 in every 1,000 of working age.

Nor is that all. The drop in the birthrate is not the same throughout the population, but has been much greater among the professional classes than among manual workers and among the more intelligent—of all classes—than among the less intelligent. In 1946, manual workers had 236 children for every 100 families and—since the Commission estimates an average of 2.33 children per family as “replacement level”—were replacing themselves; but the non-manual workers, with only 168 children for each 100 families, were failing to replace themselves. Though the evidence as yet is inconclusive, the Commission quotes impressive opinion to suggest that we are already experiencing “a rather serious drop in average intelligence with a more than corresponding increase in mental deficiency and decrease of high intelligence.”

The results of a continuance of those trends are obvious. On the one hand, a falling working population will have to support a rising dependant population—which, in a welfare state, means still higher taxes with fewer shoulders to bear them; on the other hand, that dwindling working population will contain a still smaller proportion of men and women with those qualities of intelligence, inventiveness, and enterprise which lead to social and industrial advance.

Handicap to Parenthood

What is the remedy? There is only one—an increase in the size of the average family. This need not be a substantial increase—13 more children for each 100 families would bring us up to replacement level. But it must be a selective increase, more substantial among the intelligent (of all social classes) than among the unintelligent (some of whom, indeed, should have fewer children than they have to-day), and more substantial among professional workers than among manual workers.

To achieve this object, the Commission makes many proposals, most of which closely affect the local government officer. The major causes of the decline of the birthrate, it finds, are the financial, economic, and physical handicaps imposed on the family with children: only if those handicaps are removed, will married couples consent to have more. To remove them, it advocates financial, economic, and social measures. The financial proposals—higher family allowances and income-tax rebates—are beyond the province of the local public service; the economic and social remedies are within it.

Local Government's Opportunity

They include a great extension of family services through home helps, sitters-in, day nurseries, nursery schools, washing and laundry facilities, holiday homes for families, rest homes for mothers, children's playgrounds, and the like, most of which would have to be provided by local authorities; expansion and improvement of the National Health Service to enable it to deal more effectively with the medical and social aspects of maternity; and a review of housing policy, calculated to produce more family houses, greater facilities for transfer to a bigger house as the family expands, rent subsidies or rebates for families, and a vast improvement in house design and equipment; and education for family life. All these will make heavy demands on the local government and health services and will present to their officers a wonderful opportunity to make a crucial contribution to personal and national wellbeing.

To NALGO members as trade unionists, the Report presents three proposals of special interest. First, no doubt, to occur to the reader will be that already mentioned—the need for positive measures to stimulate the birthrate of the professional classes. In this

connection, the Commission makes the interesting proposal—which it especially commends to the attention of those in public employment—of a professional pooling scheme, under which those members of the profession with children would draw benefits from a fund, kept distinct from the salary scales, to which all contributed. Is this proposal one which NALGO might examine?

A more immediate measure, which will occur to every officer in the general division, would be the payment of “a marrying wage at a marrying age.” As the Commission

A Guide to Careers in Public Service

Ideal as a gift to young men and women seeking jobs!

Invaluable to branch officers, parents, teachers, and others who advise the young!

Indispensable to clerks to local authorities, establishment officers, secretaries to health and utility boards—and, of course, librarians!

NALGO's most recent publication

“Careers in Local Government and Allied Services”

is all these things—and more.

It is the first book of its kind, describing in detail the opportunities open in the local government, health, electricity, gas, teaching, and police services, the pay, conditions, and prospects, and the best means of obtaining the qualifications required.

It is written by J. B. SWINDEN, former deputy general secretary of NALGO and an expert with a lifetime's experience in local government and allied services.

The book includes a special chapter by Miss M. L. KELLMER, B.A., a psychologist expert in vocational guidance, telling the young aspirant to public service how he may assess his personal talents and aptitudes and choose the career in which he is likely to find the greatest success and satisfaction.

Copies are obtainable from NALGO, 1, York Gate, Regent's Park, N.W.1, price 7s. 6d. each, post free.

points out, those who marry relatively late in life are unlikely to have so many children as those who marry young; and it attributes the war and post-war increase in births very largely to the fact that the war stimulated early marriage. But existing salary scales in the local government service certainly do not stimulate early marriage—for how many in the general division can afford to start family building before they reach the maximum at the age of 32? NALGO, as the N.E.C. told Conference, is now seeking a maximum of £400 at 28. The Commission's report provides the strongest support for this claim—and for its extension to an even lower age—on grounds of population policy.

Later Retirement?

The third point of major—and more controversial—interest to NALGO members borne in the Report is the suggestion that it will be desirable, if not essential, for many people to remain at work after the normal retiring age of 65. This will be necessary both to reduce the burden of dependency (the nation is to-day maintaining five million

men and women over 65, compared with only one million in 1891; and by 1977 the total is likely to be between seven and eight million and to make up for the reduced inflow of young people. It will be desirable in the interests of the elderly themselves, many of whom to-day retain full physical fitness for some years after 65, and for whom continuance at work will be beneficial to health and happiness.

But the Commission fully recognises the dangers, of which the greatest will be the curtailment of avenues for promotion and the consequent frustration of ambitious youth. To reduce them, it stresses the need to ensure promotion to those qualified for it at the appropriate age, and to give young men responsibility in proportion to their abilities. But this does little more than state the problem. It is one which we shall have to face, whether we like it or not, and it is one which, with many others posed in this far-reaching report, NALGO must begin to think about now.

An Inaccurate Paraphrase

IN our leading article in the June journal dealing with the conference on local government staff problems called by the Institute of Public Administration, we paraphrased, given to the conference by Mr. E. Bishop, from a paper by Sir HORACE WILSON, independent chairman of the National Joint Council. In this paraphrase we said:

“Sir Horace agreed that joint machinery must move slowly. But he went on from there to argue that, since the delay was in no way the ‘fault’ of either side, neither side should suffer as a result. Accordingly, when a decision was reached, it should operate from the time the claim was made; the traditional dislike of retrospective awards by finance committees and municipal treasurers should be disregarded.”

It has been pointed out to us that the above statement misinterpreted the views expressed by Sir Horace and might call in question his impartiality as Independent Chairman of the National Joint Council. Nothing, of course, was further from our intention. To make the position clear, we repeat the exact words used by Sir Horace, and which we, in fact, published in full in the report of the conference which appeared on another page of the same journal:

“The basis of Whitleyism,” he said, “is agreement by both sides and this assumes a degree of compromise which can only be accurately assessed by those who have taken part in the discussions, often protracted, and who are, therefore, in the best position to judge how much further, if at all, any particular viewpoint can be pressed, or whether the time has arrived when it is wise to adopt the position as the basis of agreement. This, too, is one of the reasons why agreements sometimes have retrospective effect. There is full realisation of the dislike of retrospective awards and the opinions of chairmen of finance committees and of treasurers are well known; but, here again, those responsible for national movements and national negotiations must judge the occasion on which some degree of retrospective effect cannot be avoided. Delay in settling claims usually creates a sense of grievance, and if it has been considerable it may be thought advisable to agree to a measure of retrospection.”

We take this opportunity of expressing to Sir Horace, and to Mr. Bishop, our regret for any inconvenience or embarrassment which the inaccurate paraphrase may have caused.

It is the aim of “Local Government Service” to encourage the fullest freedom of opinion and expression within the Association. Unless this fact is expressly stated, therefore, views put forward in this journal—whether in the editorials or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Low Salaries Threaten the Service : President Warns Employers

In his address to Conference, the President, P. H. HARROLD, roundly condemned those local authorities which had failed to grade their officers at the salary levels to which the quality of their work entitled them. "This must, if it continues," he warned, "have a devastating effect upon recruitment into the general division and lower ranges in the service . . . Cheap labour is the most expensive . . . The remedy lies in the hands of the employers."

AS subjects for my address to you to-day, said the President, I have chosen three topics, each one of which, it seems to me, presents an important facet of our Association. They are unity, economics, and compulsory transfer, or—if I may use a more colourful metaphor—chequer boards, bread-and-butter, and musical chairs. These three topics have taken firmer shape during my year of office, very much as I perceived them at this time last year, when I made a brief reference to the first of them.

NALGO can be proud of the fact that, notwithstanding the loss of some of our former colleagues in the public assistance service, its membership has increased by 50,000 in the past five years, and that to-day, nearly 180,000 strong, it is the biggest trade union of black-coated workers in the world. Our Association is unique in another, and important, aspect. It is unique in that, alone among trade unions in this country, its membership embraces all ranks of the various services it represents—in the clerical, administrative, and professional and technical grades at least—from the highest to the lowest.

"Strength and Talent"

Indeed, observers of the Association may note how the progress of members in their service very often runs parallel with their progress in the NALGO hierarchy—a phenomenon which demonstrates how closely the democratic choice of members in electing their representatives is confirmed by the judgment of our employers in assessing the merits of their employees.

There are some distinguished examples of this NALGO-service parallel on the platform here to-day, who have risen from the ranks to high office in their respective spheres. Of them, I would remind you that the poacher turned gamekeeper retains a full appreciation of what is fair to the poacher!

We have strength, therefore, and talent. Both, I believe, have been considerably increased lately by the great influx to our ranks of the staffs of the former electricity and gas, and of transport and water companies, and of the voluntary hospitals, who have hitherto had no direct contact with the local government service upon which the Association was based, but who have entered its work and activity with an enthusiasm that must revitalise us all.

We still call ourselves the National Association of Local Government Officers, but we are to-day much more than that. We are a great and still growing association of workers in innumerable fields of activity, united by the two bonds of common public service and common aims. Those of us who have spent our lives in local government warmly welcome our new colleagues who have joined us from outside. They bring to us a fresh outlook upon our problems which must be of benefit to us,

just as we bring to them the fruits of our long and sometimes hard experience.

They have, as I think they will be the first to agree, already enjoyed some of the benefits of that experience. We have had a busy year of negotiation on behalf of our members in the electricity, gas, and health services and in the employ of the Canals and Inland Waterways Executive. While much remains to be done in all these fields, we have secured gains, some of them notable—including a new deal for nurses—which will benefit a substantial number of our members.

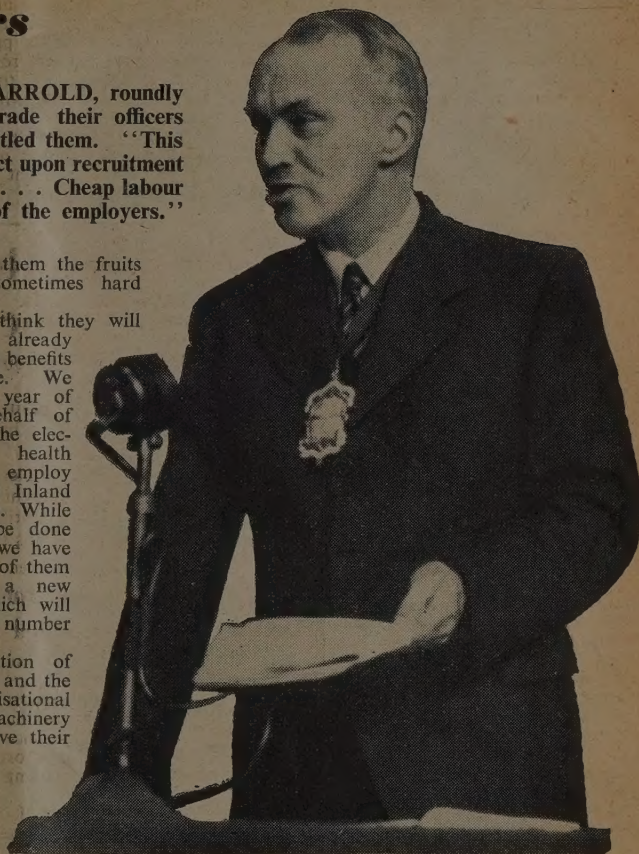
But the assimilation of these new colleagues and the provision of organisational and negotiating machinery which will both serve their special needs and strengthen the Association as a whole, has also presented us, and them, with problems of peculiar difficulty, some of

which will be coming before you at the present Conference. And this thought brings me to my symbol of the chequer-board. Legislation over the past few years has made a real chequer-board of our once homogeneous membership. In the spring of last year, social welfare staffs were dispersed, many where we cannot follow them as members, to the Ministry of National Insurance and the Assistance Board. Others left their local authority employment to take up posts in the National Health Service, under the newly-created hospitals boards.

On April 1, 1948, electricity staffs were transferred to the British Electricity Authority. On May 1 this year, gas staffs went to the service of the Gas Council. We wish them all well with some content that we did our best—and a not unfruitful best—to secure for them a safe landing. In February next year, if not before, valuation staffs will go to the Inland Revenue Commissioners and assessment committee staffs to the new valuation panels. The valuation staffs, like the former social welfare officers, will have passed out of the ambit of our Association. Finally—if we can say that anything is final to-day—road transport stands, metaphorically at least, at the crossroads. While we know that the private company undertakings are to be nationalised, we are not yet clear whether the municipal undertakings are to lose or to retain their local government identity.

"Varying Aspirations"

All these changes are indeed making a chequer-board of our once uniform organisation. The old, solid, local government phalanx



Mr. P. H. Harrold

has been broken and replaced by a number of related bodies, here intermingled, there only loosely cordoned. No sooner have we attained national negotiating machinery and standard salaries and conditions of service, nationally applied, for our local government members than we are faced with not one but a whole series of national Whitley Councils, each representing a different set of employers, with different traditions and different ideas, and with a number of groups of members in varying stages of organisation and with varying aspirations, each looking to adequate representation for its special interests.

"Equal Partnership"

You at this Conference will be considering the problems presented by this growing diversity of our members. We shall solve them, I am convinced, provided we maintain the essential unity which has been our strength during the formative years of our Association and which is far more important than mere numbers (hear, hear).

That unity requires that the local government section of our membership and the newer sections which stand outside local government, must each recognise the other as an equal partner whose interests must be fully considered, must avoid hasty separatist action, and must strive constantly to maintain NALGO as a single organisation (cheers), joined together not only by a common aim but also by its common services of legal aid and advice, public relations, the Benevolent and Orphan Fund, the ancillaries, and by that spirit of brotherly understanding which has always infused our endeavours.

When you honoured me last year by electing me your President, I said that it would be my dearest wish to work for unity. That has been, and remains, my constant aim which I have endeavoured to further in the contacts I have made during the year. "All for one and one for all!" (*cheers*).

My second symbol was bread-and-butter.

NALGO would be the first to acknowledge that never in their history have trade unions played so great a part in the national destiny as they do to-day, never has the power of their combined membership been greater, and never have their members had to face such difficult economic problems, in which the well-being of the individual and his family is so closely interlocked with the well-being of the country as a whole.

No one can deny that the black-coated worker has fared worse in recent years than have many other groups of workers in the struggle to make ends meet (*hear, hear*). Nor can it be denied—though it is too often unrecognised—that the black-coated worker in the municipal and public utility services makes a contribution to the nation's life as vital as that of any other section (*hear, hear*). We hear a great deal nowadays about the productive workers in manufacturing industry, and particularly in the export trades, and we are told that without their labours we could not continue to exist. That is true—but it is equally true that without our labours, they could not exist (*hear, hear*). Were we not there, safeguarding the health of men, women, and children, building the houses, making the roads and keeping them in repair, running the schools, seeing that the buses, the gas, the electricity, the water, were all available, not a man could work in the factories, not a wheel could turn, not a single item flow into the home or export markets. As we are dependent on the productive worker, so is he dependent upon us. And as he is entitled to a fair reward for his labours, so are we entitled to adequate recognition of ours (*cheers*).

But that is not to say that we must press our just claims regardless of the national interest. With their new-found power and status, trade unions have had imposed upon them a parallel and equal responsibility. For ourselves, we have a special responsibility to the community and to the nation: to the community that in no circumstances shall the vital services which we perform be interrupted, and to the nation that we shall not prejudice its economic stability by action running counter to the principles set forth in the famous White Paper.

I take pride in the fact that in the whole of their recorded history—and certainly during the whole of the time NALGO has led their economic struggle—local government officers have never declared a strike. Some say that is a sign of weakness. For myself, I regard it as a sign of strength—the strength to put the welfare of the community first, the strength to believe that, in the long run, reason will win rather than force (*hear, hear*).

But our recognition of our responsibility does not mean that we must be content with things as they are, leaving grievances unanswered, injustices unremedied. In regard to salaries, the most burning topic before us to-day is, I consider—and I have said this before—that we are fully entitled to press for the full implementation of the scales laid down in the Charter and in other salaries schemes to which

we are a party without in any way infringing the principles of the White Paper. Your N.E.C. is reporting in fulfilment of this policy, and it is with satisfaction that we note the addition of two more grades to the Charter scales.

Our satisfaction must, however, be tempered by disappointment over the continued impasse as to the removal of anomalies caused by

up with a second-rate article when you can get the best but a poor policy and in the long run bad economy. Cheap men are seldom any good."

We know the truth of that observation: and we must strive, nationally and locally, to bring it home to those who employ us.

Lastly, I come to my third symbol, musical chairs. In the past few years many of our members have indeed been playing musical chairs with their jobs in moving from municipal to national service, and I hope that none will think that, in using that simile, I am unaware of the painful impact the changes and dislocation have had upon the private lives of those affected in the social welfare, hospital, electricity, gas, transport, valuation, and assessment sections of our service. The simile occurred to me because, in the case of at least three of them—social welfare, valuation, and assessment—there has been, or is to be, no system of compulsory transfer: instead, the officer concerned has, when the music starts—that is, when posts in the new service are offered—to begin his search for a new seat to drop into on or before the "appointed day" when the music stops.

Our efforts on their behalf have had little recognition because the changes have affected only a minority of officers, although they and we know how great has been the economic and domestic disturbance which many of them have suffered. I would like here—and I am sure you would wish it—to pay tribute not only to the way in which they have put up with and are sustaining those trials, but also to the way in which they have ensured the continued functioning of the services,

with so little inconvenience to the public. . . . Of 4,968 public assistance staffs, who wished to be considered for transfer to the new Ministries, no fewer than 4,447 qualified for appointment. . . . not one suffered severe hardship, while some improved their positions. In addition, more clerical posts were offered than there were applicants for them. . . .

Rating valuation is to be transferred to the Inland Revenue Commissioners next February, and we have had a stormy time over the proposed remuneration of those concerned. However, we have secured first preference in these appointments for existing local government rating valuation staffs and what I think will prove satisfactory status and remuneration for the vast body of officers, the only exceptions being those at the very top of the tree. For these, we remain of the opinion that the remuneration offered needs reconsideration.

We have also had some success in our representations respecting the proposed remuneration of the staffs of valuation panels. Here again—we have secured for our members first preference for the new posts.

If I may conclude by summarising these thoughts I have put before you, I would repeat my conviction that we must continue to strive for justice for our members, with due regard to the public weal, but with no dead hand on general grading levels; that we must do all in our power to protect the interests of members affected by the present reorganisation of the public services; and that, above all, we must maintain and strengthen our most cherished possession, the unity of NALGO, so that we may go forward, with "United thoughts and counsels, equal hope, and hazard in the glorious enterprise" (*loud cheers*).

Members Give £37,000 For NALGO's Needy

Nearly £37,000 was given last year to the Association's Benevolent and Orphan Fund for the succour of the widowed, orphaned, sick and aged.

Districts collecting the highest amounts per head of membership were presented at Conference with silver trophies. They were:

SIR HOMEWOOD CRAWFORD Shield—West Midland District (£4,384; equal to 5s. 2d. per member);

VISCOUNT WAKEFIELD Shield—North Eastern District (£2,247; equal to 5s. 1d. per member); and

BRIDLINGTON Cup—North Western District (£6,882; equal to 4s. 9d. per member).

Other districts' contributions were:

Eastern	£2,291 (4s. 3d.)	S. Eastern	£2,086 (3s. 7d.)
E. Midland	£2,171 (3s. 9d.)	Southern	£1,841 (3s. 10d.)
Metropolitan	£5,979 (4s. 2d.)	S. Wales	£1,589 (4s. 2d.)
Scottish	£2,223 (3s. 2d.)	S. Western	£2,016 (3s. 8d.)
Yorkshire	£3,280 (3s. 9d.)		

Diplomas of merit went to the following branches having raised an aggregate of more than £1,000 since they began to collect for the fund:

Birmingham, £2,703; Islington, £1,078; E. Suffolk, £1,061; Dorset, £1,044; Northumberland, £1,024; Worcestershire, £1,017; and Widnes, £1,005.

Special mention was made of branches passing a further £1,000 mark:

Manchester	£8,027	Croydon	£3,014	Lambeth	£2,074
Blackpool	£4,320	Darlington	£3,000	Dundee	£2,051
Lancashire	£4,284	W'hampton	£2,202	Shropshire	£2,033
Bristol	£4,120	Southampton	£2,161	Bournemouth	£2,011
Southport	£3,075	Edinburgh	£2,087	Warrington	£2,007

the award of the National Arbitration Tribunal, and as to the failure of many local authorities to grade their officers at the salary levels to which the quality of their work entitles them. Quite apart from the hardships which this inflicts upon the individuals concerned, this must, if it continues, have a devastating effect upon recruitment into the general division and lower ranges in the service.

We have heard something recently about the alarming exodus of local government officers from the service to higher paid posts outside it, and the difficulty experienced by local authorities in replacing them with officers of equivalent skill and training. This has disturbed, and rightly disturbed, the local authorities, the more progressive of whom recognise that underpaid and possibly inferior administrators and technicians are no asset to the community, but a liability, and that, in the long run, cheap labour is the most expensive labour (*hear, hear*).

The remedy lies in the hands of the employers, and I would remind them of the words, uttered many years ago, not by a local government officer, but by a distinguished scientist, the late Sir Oliver Lodge:

"The tendency of public bodies," Sir Oliver said, "is to economise on salaries. People look askance at highly-paid public servants; whereas it is just from these that you get something for your money. . . . that is the danger of municipalities and other democratic corporations: they will not realise with sufficient clearness that the manager and administrator is worthy of large remuneration, that to get the best man you want to pay him well, and that to put



What Conference Decided

The more important decisions of Conference are summarised below. For further details of any particular resolution, readers should refer to the page of which the number is given in brackets.

It Resolved to:

- ★ Refrain, in recognition of the Government's wages policy, from seeking general or wholesale increases in the salaries of its members, whilst making full use of the facilities afforded by the existing Whitley machinery to improve the grading or scales of individual officers and groups and to remedy individual or collective anomalies and hardships (417).
- ★ Reiterate support for the principle of provincial "weighting" (425) but forbid branches to negotiate such weighting locally (426);
- ★ Authorise adaptation of the Association's rules to provide for recruitment of members in Northern Ireland, should the N.E.C. decide to undertake such recruitment (432);
- ★ Amend the rules to make it clear that NALGO may recruit all officers of road transport undertakings (433).
- ★ Welcome the revision of the public relations policy, laying greater emphasis on explaining the Association's work to its members, and its members' work to the public (430);
- ★ Initiate and publish the results of research into matters upon which members are qualified to speak (430);
- ★ Call for a big improvement in LOCAL GOVERNMENT SERVICE (431), and require it to publish the names of members voting on major issues at N.E.C. meetings (431);
- ★ Amend the procedure for holding a ballot of members, making a vote by simple majority binding (433); and
- ★ Excuse national service trainees from paying Association subscriptions (434).

It Told the N.E.C. to:

- ★ Carry out last year's instruction for an immediate campaign for equal pay for equal work (416);
- ★ Endeavour to reduce the age at which the local government officer in the general division receives his maximum (419);
- ★ Press for increases for officers in the miscellaneous, higher clerical and A.P.T. divisions to remove the anomalies created by the Arbitration award (419);
- ★ Instruct its representatives on the local government National Joint Council to hasten the grading of special classes of officers (420);
- ★ Negotiate new and improved scales for typists and machine operators (421);
- ★ Ask for extra leave at statutory and general national holidays (428);
- ★ Urge adoption of a uniform period of notice for the termination of appointments (428);
- ★ Continue its efforts to secure pensions for officers' wives or dependants (428);
- ★ Seek amendment of the Charter to make it clear that an officer suffering loss of employment, status, or salary has a right

- of appeal to the provincial council (425);
- ★ Arrange for the Charter to be revised on more specific lines for an up-to-date version of it to be circulated and for amendments to be published more promptly (428);
- ★ Encourage local authorities to assist officers with post-entry training (427);
- ★ Secure the acceptance of intermediate examinations of professional institutes as promotion qualifications (426);
- ★ Seek amendment of the Charter to entitle an officer passing the promotion examination or its equivalent to two increments in the general division scale (427);
- ★ Explore the possibility of obtaining exemption from the promotion examination for war-disabled officers (426);
- ★ Formulate a service conditions and wages policy for clerical and administrative officers in the electricity service and submit it to electricity consultative committees and branches before negotiating an agreement (429);
- ★ Take steps to remove restrictions on payment of overtime to officers in the electricity service and secure observance for them of the policy "Charter as a minimum" (429);
- ★ Meet the situation created by the overlapping of the organisational areas of the Association and the nationalised services by assigning members and branches to a particular district pending the adoption of new rules (421-4);
- ★ Reconsider its decision advising no action on the recommendation of the 1948 Conference that local authorities should be obliged to take proceedings in cases of child neglect (418);
- ★ Take special steps to promote the appointment of district and branch P.R.O.s; convince members of NALGO's need for public relations work; and give them prompt and regular information about N.E.C. activities (430); and
- ★ Give effect to Conference resolutions without equivocation (416).

It Referred to the N.E.C.:

- ★ A request to the British Electricity Authority to set up an appeal board, to consider complaints regarding redundancy and loss of status (429);
- ★ An application for special scales for typists and machine operators in the gas industry (421);
- ★ A plea that women be allowed to retire at 60 or after 30 years' service (432);
- ★ Suggestions that the Scottish Charter be remodelled on civil service lines (428); and that "miscellaneous" classes be taken within its scope (428); and that
- ★ A proposal to oblige local authorities to make grants to officers successful in approved examinations including the promotion examination (427);
- ★ Suggestions for the publication of a booklet

on branch management and organisation (434), and for the training of future branch officers (434);

- ★ A call for a new reconstruction committee to revise the 1941 report on the future structure of local government (430);
- ★ A complaint that the Home Office had failed to issue regulations under the Children's Act 1948 (434); and
- ★ Four motions and an amendment on the fairer sharing of rations between industrial and other canteens; the establishment of a convalescent home serving the North; and of a convalescent home fund; the subsidising of members travelling long distances to the present convalescent home at Bournemouth; and the free insurance of delegates travelling to Conference (434).

It Refused to:

- ★ Change NALGO's name (432);
- ★ Consent to the establishment of separate autonomous organisations within the Association (424-5);
- ★ Reject the paragraphs of the Annual Report in which the N.E.C. advised against (a) insistence upon the policy of "Charter as a Minimum"; (415); (b) research into salaries and wages to determine a more scientific basis of negotiation (418); and (c) establishment of a bureau of information about vacancies (418);
- ★ Seek payment for overtime to local government officers receiving more than £495 (427);
- ★ Instruct the N.E.C. to base its claims for members in the nationalised industries on an improvement on the most advantageous conditions existing before nationalisation;
- ★ Agree that disputes machinery was of little value or press for immediate legislation to provide security of tenure (418);
- ★ Ask for uniformity of grading amongst civilian staffs in the fire service, with salaries keyed to those formerly paid in the National Fire Service (425);
- ★ Advise the deferment of the entrance examination and the further deferment of the promotion examination (426);
- ★ Support the compulsory revision of establishments to provide that the ratio of higher to lower grade posts shall not fall below a given level (428);
- ★ Press for legislation to secure the return of pension contributions with interest to officers who leave the service voluntarily (431);
- ★ Assist by grant or loan those taking part in staff-interchange schemes (434);
- ★ Have the N.E.C. elected by vote of branches instead of members, as at present (433);
- ★ Increase the proportion of subscriptions retained by non-county branches from 35 to 40 per cent (434);
- ★ Appoint a national organiser for water supply staffs (434); and
- ★ Cease the free distribution of "L.G.S." and place it on sale to members (431).

It was cold in Aberdeen: to those acclimatised to, and clad for, a Southern June, very cold, with a nor'-easter driving, it seemed, the damp grey spume of the North Sea against the damp grey granite of the city's streets and walls. But the cold was in the air only. Everywhere else was warmth, radiating from the first cheerful welcome of railway porters, the kindly friendliness of policemen, tramdrivers, and café waitresses, the natural courtesy of the citizens in the city's wide, litter-free streets, the hospitality of the Lord Provost, and the eager helpfulness of all in whose hands lay the comfort of delegates, from the local Conference committee to the staff of the Music Hall itself.

It was an infectious warmth. From the meeting of branch magazine editors on Sunday night to the last ancillary meeting on the following Friday, the infection spread amongst delegates who, coming from all parts of Britain, soon found old friends and made new ones, until, on the last day, all were aglow with the same beneficent fever. NALGO, they realised, in their hearts no less than in their minds, was something greater than a collection of 180,000 individuals, of 1,200 branches, of half a dozen public services, was more than a trade union or a professional association; rather was it a living, single organism, infused with a spirit and a purpose far transcending the sum of its separate parts.

To many, that sense of unity, of being part of a greater whole, will remain the abiding impression of Aberdeen. Differences there were, of course, but have they ever been less pronounced?—has there ever been a Conference in which the floor marched so cheerfully with the platform, the platform so solidly with the floor, a Conference in which there was not a single "count," let alone a card vote, a Conference with fewer hard words and more kind ones? Even on such major and difficult issues as wages policy and the fusing into the Association of diverse services, upon which most of us feel some conflict between heart and head, between what we want and what we can get, agreement was more complete than the most optimistic can have hoped. It was, in short, a happy Conference. If it made no spectacular decisions in the realms of policy or achievement, it did at least send delegates back to their branches stimulated by more than a whiff of sub-arctic air. But let the record speak for itself.

LORD PROVOST'S WELCOME

"Proud of Our Officers"

Punctually at 9.30 on the first morning came the Lord Provost, DUNCAN FRASER, to extend his city's welcome. Aberdeen, he assured delegates, was honoured by their visit: indeed, the city had speeded up the redecoration and reconstruction of its Music Hall for their benefit, and they were the first to use it since the builders and painters had left. He extended to them the best wishes of a local authority which was proud of its officers, finding them loyal, efficient, and always willing to co-operate for the welfare of the community (*cheers*).

Having thanked the Lord Provost and welcomed J. C. RENNIE, Aberdeen's town clerk and NALGO's newly-elected honorary solicitor for Scotland, the President called upon R. T. SHEARS, chairman of the Benevolent and Orphan Fund Committee, to announce the winners of trophies and diplomas for 1949. In doing so, Mr. Shears appealed to branches to invite beneficiaries of the Fund to their sports, whist drives, annual dinners, students' parties, and other functions. When a family had lost its breadwinner, he said, those left behind would be greatly comforted were they encouraged to feel that they were still members of the great friendly body of NALGO (*hear, hear*).



The Lady Provost of Aberdeen then presented the trophies to the winners, together with the sports trophies (details appear on another page), and, after Miss M. TOWNSON, N.E.C., had thanked the Lady Provost, Conference settled down to approve the minutes of the Bournemouth Conference and to listen to the President's address (published in full on page 409).

Tribute to President

Proposing a vote of thanks to the President, C. C. ORWIN, East Midland District, said that although Mr. Harrold approached problems with the preciseness of a lawyer, he combined with that both humour and humanity. Those with long experience of Conferences had come to look upon him as the expert on superannuation—"the guardian of our life to come" (*laughter*), but his conduct as President during the year and his address had shown that he had a keen appreciation of the problems of the moment and the immediate future (*cheers*).

Delegates carried the vote of thanks with acclamation, and the President, responding, confessed that, in listening to Mr. Orwin, he had been reminded of the Aberdonian who, on contemplating a corkscrew, observed: "How poor an instrument to do a noble deed!" (*laughter*).

The President then introduced J. J. ROBERTSON, M.P., Joint Under-Secretary of State for Scotland, as a man with a special claim to their attention. In his youth he had won a naval boxing championship—which showed that he was a man worth listening to but not arguing with! (*laughter*).

Mr. Robertson, confessing that his boxing exploits had taken place thirty years ago, expressed the hope that the President's reference to them did not mean that he had been brought to Conference to deal with any difficulties that might be expected (*laughter*).

He congratulated the Association on its choice of Aberdeen for its meeting, for it was a city unsurpassed for the efficiency of its local government services. Though some delegates might have thought it a long way to come, they had only to read the newspapers to see that local government staffs, with the bulk of their

duties transferred to the central Government, now had plenty of time to travel and see the world (*laughter*)—though they might not have noticed this themselves (*hear, hear*).

"Seriously," Mr. Robertson continued, "is it not time we debunked this nonsense? (*hear, hear*). It is true that a number of what one might call the 'ambulance' services have been taken from local authorities. But this has not been a one-way traffic. In some cases, it has been a clearing of the ground to make it possible for local authorities to undertake new and wider responsibilities, none less important than the old, and nearly all capable of great creative development. The new tasks falling on the men and women in the local government service are tasks requiring gifts of initiative and imagination."

"The service has shown that it possesses these talents, and NALGO has itself made a notable contribution to the efficiency and, consequently, the public esteem of the service."

Big Tasks Ahead

The local government service, Mr. Robertson continued, would occupy an increasingly important place in the life of the nation. Developments in education, for example, had given it an immense amount of work. The raising of the school-leaving age alone had presented large problems and, in addition, the new, immense, and largely unexplored field of technical and adult education, youth services, and social and recreational provision for adults, demanded their attention and resourcefulness.

The Ministry of Education wished to encourage education authorities to experiment in the provision of forms of further education to suit the requirements of their areas, since only in this way could a body of experience in day-release training and community centre provision be built up. This would provide openings for that individual and local inspiration and effort out of which, in due course, real national development would emerge (*hear, hear*). Upon the ability that was shown depended to a great extent the future happiness and usefulness of the population of Britain.

Housing was another great responsibility of the local authority, which to-day had the job,



not only of providing the houses but of seeing that they were let to the proper persons, ensuring their proper management, and so on. The Town and Country Planning Act had given them a great opportunity to create a more beautiful Britain: its operation would be a job for the men and women in the local government service.

In the field of the health services also, local authorities had a big development job to do. Relieved of responsibility for organising the provision of treatment, they were now free to concentrate on preventive medicine, on building up good health among the people. The wide powers given them gave great scope for imagination and new enterprise and initiative. Many other examples might be quoted to show that the job they had to do as local government officers was greater than any yet put upon them, and one which offered great possibilities for service as well as for individual satisfaction.

NALGO's Big Contribution

Turning to NALGO itself, Mr. Robertson acknowledged the prominent part it was playing in building up the salary structure of the National Health Service. The Association was represented on five of the eight Whitley Councils already set up, and its officials had taken an active part in the negotiations so far held. The management sides of the councils recognised that the case for the staff was put fully and fairly, and was extremely well argued (*cheers*). The way in which the service had grown, with many of its parts independent of each other, had presented many difficulties to those now trying to weld it into a single whole. Many anomalies existed, and the Whitley councils had no light task in trying to remove these as soon as possible. It was of the utmost importance that pay questions should be settled after full discussion and that experienced negotiators should take part in such discussions (*hear, hear*).

Finally, Mr. Robertson sought NALGO's sympathetic assistance with recruitment to the Armed Forces. A major deterrent to recruitment was the fear that, on discharge after a long period of service, there would be difficulty in finding civilian work. Suggestions had been

made to ensure that entry into local government service for these men would not be made difficult, and he commended them for NALGO's consideration.

"It is of the utmost importance," Mr. Robertson concluded, "that we should continue to take the lead in proving that democracy is the best system of government, under which men and women can live a full life in an atmosphere of freedom, enterprise and public-spirited service. I believe that NALGO and its membership will not be found lacking in these inherent qualities which have made our nation great and by the exercise of which we can grow still greater and show an example and an inspiration to the world" (*loud cheers*).

TREASURER'S REVIEW

Statistics with a Smile

Thanking Mr. Robertson, the President assured him that his appeal to assist in recruitment for the Armed Forces would receive serious consideration (*cheers*).

Conference having appointed auditors for the year and approved the appointment of scrutineers in the event of a card vote—an office which, in the event, proved to be a sincere—delegates settled down with the now customary stir of pleasurable anticipation to the honorary treasurer's annual report. They were not disappointed. Though more serious than in the past, J. H. ROBINSON once again succeeded in sandwiching his statistics with the jam of his wit.

All delegates, he said, would have had the Annual Report—"the little handbook issued by Headquarters which, having regard to the present lot and future prospects of all us workers in the depressed services, is, this year, bound in grey, as distinct from the scarlet and almost-gold used in the Charter year (*laughter*). It is, of course, too much to expect that every delegate has read it from cover to cover; probably many, when they came to the part dealing with salaries, could hardly resist the urge to inquire the local price of prussic acid."

He had heard the Annual Report referred to as the Association's bible. They would find the accounts towards the end of the book, where they would naturally expect to find the

Acts of the Apostles and the Book of Revelations (*laughter*).

For the first time, an attempt had been made to show the whole of the central establishment charges. This showed that the total cost of the Headquarters organisation amounted to £153,000 a year. That compared with £95,000 in 1946—the first post-war year in which the effect of Charter salaries as applied to the Association's staff became apparent—an increase of some 50 per cent.—£1,000 a week. This was an overall increase. Salaries alone had also increased by about 50 per cent.—but the number of staff had risen from 214 to 268. Of the total of £153,000, the trade union side proper took nearly £87,000—equivalent to the subscriptions of 50 members for every working hour.

Branches' Share of Income

The revenue account showed subscriptions—the lifeblood of the Association—at £248,751, an increase over the last two years of £90,000. Some £89,000 had gone to the branches, and the Treasurer asked whether the present method of giving money to branches was the best. Was that amount necessary, and did it go to the right places? In addition, there was a contribution to district committees of £10,990—an increase of £5,000 during the last two years.

The cost of the salaries of field officers had gone up 70 per cent., but the number of district and specialist officers had increased. He did not think that £44,378 was too much to pay for the splendid service given to the Association by its district officers up and down the country (*hear, hear*).

A year ago he had said: "We have got the members; we have now got to deliver the goods!" Whitley Council expenses, at £10,990—£6,000 more than it was two years ago—was part of the delivery price and, quite obviously, they had not yet got to the end of it.

The cost of education, £5,606, represented about 3 per cent. of the Association's income. In addition, there had been a loss of approximately £2,600 on the Correspondence Institute largely attributable to increased cost of administration and a falling-off in fees. On this he wished to raise the point of principle, whether the General Fund of the Association should be used for purposes which could only benefit a limited few. That was a matter of policy which the N.E.C. intended to consider.

The cost of LOCAL GOVERNMENT SERVICE, at £17,091, was up by about £7,000; but, speaking for himself, he thought that if the first plank of the public relations policy was "publicity for NALGO directed at the Association's members," then LOCAL GOVERNMENT SERVICE was doing a good job (*hear, hear*).

"If I want to read the comic papers, I can go to the hairdresser's," added Mr. Robinson, amid laughter. "If I want to find out what NALGO is doing, I can find some profit in reading 'L.G.S.'" Quite a number of our free-riders read it, too" (*laughter*).

A surplus of £14,221 was carried to General Reserve. But when he pointed out that the additional income for this year was £18,000, they would see that, without the influx of new members, they could have ended the year on the wrong side of the account, and he was sorry to say that the estimates for this year, taking into account the highest known income at the moment, budgeted for a deficiency.

Danger of "Numbers"

"There has," he continued, "long been a tendency to say, 'NALGO has always been getting more members, and it will go on doing so.' I do not know whether that is the correct attitude when it comes to finance. It seems to me that, under our very eyes, we have quickly seen NALGO change from a craft union to a general union. It is not for me to say whether that is for better or for worse, but,

Treasurer Urges Inquiry into Association Finances

elsewhere, those who have claimed the superiority of 'numbers' seem to have forgotten the relation between size and function. In my opinion, mere numbers can produce evils to power getting into the hands of the permanent officers, to the rank and file feeling that they have no power or voice in the Association, and the machine becoming too unwieldy and delivering the goods too slowly (*hear, hear*). Therefore I do not think that mere numbers, excellent though they may be, are always the solution. Most giants are morons, and no man conducts his courtship on the basis of the bigger the woman, the better! (*laughter*).



"The bigger the woman the better"

"I think the solution is a forthright examination and remodelling of the financial structure of the Association. We have to look at this problem from the ground upwards, from the unit cell of the branch right up to Headquarters. We must know the future structure of the Association and what it will cost; we must look at the question of what reserves we should have, how the branches should be financed, how the districts should be financed, and so forth. I should like to invite the views of every branch in the country on this matter. We must make [sure that the financial structure of NALGO is firm.]

Need for Higher Reserves

From the Balance Sheet, they would see that there were reserves of £166,747, that the Association properties amounted to £40,261 and the holiday centres and Knole Lodge to £62,975. Thus, only about £63,000 of the reserve was in the "liquid" form of investments, and in his view that was too small. It might be asked, "Why is the Hon. Treasurer always talking about reserves?" It was true that money would not make them happy—but it would allow them to live in comfort and, what was more important in NALGO's case, with safety.

The position of the holiday centres was to be considered by the special activities committee. They had a difficult task. Costs were rising—yet many of the members who benefited from the holiday centres would not be able to go to them if fees were raised. But it was significant that the reserve had dropped to £22, so that it was virtually non-existent. Here again, there was the problem of whether, and if so to what extent, the General Fund should give subsidies for particular as distinct from general purposes.

"On the holiday centres balance sheet," Mr. Robinson added, amid laughter, "the fact that the name of the Honorary Treasurer appears under the heading of 'current liabilities' is merely for the convenience of the printer and has no other significance—I hope."

Finally, in the Benevolent and Orphan Fund accounts, they had everything the parent fund lacked—an increasing income sufficient to meet all claims upon it, so that the problem of the committee was not one of restricting activities, but rather of finding new ways in which further assistance could be given, and

a balance-sheet particularly strong and entirely liquid. No one could have any knowledge of the work of the Fund without feeling great satisfaction with the way in which needy members were assisted, and he appealed to all to continue their contributions. The minimum amount was small, but let them give generously, so that, whatever a man might get by rule and regulation of the State, NALGO would be able to look after its own (*hear, hear*).

They might think, Mr. Robinson concluded, that he had spoken in a somewhat gloomy manner. But they would expect him, when there was a serious point to put, to make it frankly. As he had emphasised in 1946, the financial history of NALGO was a history of expenditure being met by growing membership with no long-term planning. The position today was no better—they were still relying upon fortuitous growth to balance their accounts.

"I feel that we ought to put our house in order. I feel that NALGO is, financially, like many of the officers'—it represents—living from hand to mouth, which is bad in both cases. In the one case we can find a cure easily, in the other case it may be more difficult, but in both cases we must find a cure" (*cheers*).

The accounts having been approved, Conference, on the motion of J. FLANAGAN, Halifax, carried with acclamation a vote of thanks to the honorary treasurer.

TIME-SAVING MOVE

Eliminating Needless Debate

Returning to the agenda, J. FIRTH, Leeds, moved his branch's motion proposing that, to save time in needless debating of motions or amendments which the N.E.C. found acceptable, the President should announce, as soon as a motion had been moved and seconded, whether or not it was acceptable to the N.E.C., and if it was acceptable, Conference should be asked whether it was prepared to vote without further debate. Seconding, Miss D. HUMPHREYS, Leeds, reminded delegates that at past



"Motions tied up in batches and thrown at the N.E.C."

Conferences many notices of motion had been shelved, or tied up in batches with ribbon and thrown at the N.E.C. (*laughter*) simply because there was no time to deal with them. Every notice of motion should have a Conference decision upon it.

The President suggested that, if Conference approved the proposal, it would be better to announce the N.E.C.'s views as soon as a motion was called, so that, if the motion was accepted by the N.E.C. the mover and seconder could shorten their speeches. Mr. Firth accepted this variant of his proposal, and Conference approved—an approval justified by events.

Proceedings on the third day were equally to justify the next motion, moved by J. ESSERY, South Wales & Monmouthshire district, recommending, that, at 4 p.m. on the last day

of Conference, all outstanding business should stand adjourned and Conference proceed to the induction of the President.

Delegates would recollect, said Mr. Essery, what had happened in previous years, when the induction of the President and the votes of thanks which followed had to be conducted with such haste that justice could not be done to their importance. This was not fair either to the incoming or the outgoing Presidents. Therefore the motion set a specific time for this part of the programme—but, in suggesting that the business stand adjourned, it was the intention that, if there was time after the induction, the outstanding business should be completed then.

The N.E.C. having announced its acceptance of a Leicestershire amendment to substitute the words "referred to the National Executive Council" for the word "adjourned" in the motion, L. BENTON was content formally to move it. From the platform L. H. TAYLOR, N.E.C., pointed out that, to take adjourned business after the induction of the President would defeat the object of the motion, since the induction would be rushed to allow Conference to get back to the business not completed. Conference accepted this view and adopted the motion as amended.

L.G. "WORKING PARTY"

Should NALGO be Represented?

E. L. RILEY, N.E.C., formally moved reception of the Annual Report and Conference proceeded to consider the report paragraph by paragraph, with motions related to them.

On paragraph 5, recording NALGO's representation on other bodies, A. C. TEMPLEMAN, South Western District, asked whether NALGO was represented on the Working Party set up with the Government support to look into the work of local authorities with a view to reducing Ministerial control.

Replying, E. L. RILEY explained that the so-called Working Party was composed of representatives of the associations of local authorities and interested Government departments, and had no trade union representation. The N.E.C. considered that it would be unwise for NALGO to seek it, since the Working Party might deal with such matters as redundancy of staff, upon which the N.E.C. wished to be free to comment and make representations when the Working Party reported, rather than be committed to any policy.

Danger of Redundancy

But this did not satisfy Mr. Templeman, who argued that the only people who knew the extent to which Ministries controlled local authorities, and who could assist in the consideration of how that control might be eliminated, were NALGO members, not elected representatives. The attitude of the N.E.C. was a grave mistake. "I cannot understand," he declared, amid cheers, "the members of the N.E.C. being so utterly cowardly as to refuse to face up to their responsibilities and to join in work which might well prove to be most advantageous to local government."

This provoked an equally vigorous retort from Mr. Riley. "We are far from being cowardly in this matter," he declared, with emphasis. "This body was set up very largely as a result of criticism by our employers that there was too much Government interference and too much detailed instruction from Whitehall, which caused a considerable number of people to be employed, to the detriment of the national manpower position. It may be that this inquiry may lead to suggestions on redundancy of staff, and on that issue the N.E.C. wishes to be entirely free.



"World's biggest Trade Union of Blackcoated Workers"

It is our duty to protect the interests of NALGO members. We shall at all times be ready to give evidence, but we are not prepared to serve on a body which is the sole interest of the Government and the employers." The cheers which greeted this statement showed Conference's approval of the N.E.C. attitude.

"CHARTER AS MINIMUM" N.E.C. "Disregard of Conference"

Next, J. B. McCANN, well-known as a member of the Metropolitan District "Ginger Group" in the N.E.C., descended from the platform to the floor to censure the N.E.C. for its failure to have Charter salaries and conditions regarded as a minimum, upon which branches might, if they could, negotiate local improvements. He sought to do this by moving the reference back of paragraph 15 of the report, in which the N.E.C., after declaring that the employers' side remained strongly opposed to any recognition of the Charter as a minimum, reported:

- (a) that clause 23(d) of the Charter (which allows excess increments on grounds of special merit or ability) already provided for the payment of higher salaries within the scales than would normally be paid;
- (b) that the N.E.C.'s efforts to raise salary standards in accordance with the directions of Conference would be seriously prejudiced by a parallel demand for Charter standards to be regarded as a minimum; and
- (c) that if branches were to be permitted to negotiate with individual employing authorities in an effort to secure variations from the Charter, the inevitable result would be the breakdown of Whitleyism.

This, declared Mr. McCann, was no more than a poor attempt on the part of the N.E.C. to justify its arrogant disregard of the directions of two previous Conferences. The position had changed since 1947, and the contention that local and provincial improvements should be rejected by the staff side was to-day untenable. In many instances, the employers themselves had had to improve upon the Charter, to keep their services going.

"How much longer," Mr. McCann asked, "are we going to keep rigidly to a bargain made in 1947? With the passage of the years, the case for revision is increasing."

Clause 23 (d) of the Charter was a valuable provision for the award of merit increments—but it was intended to be operated on an individual basis and in exceptional circumstances, and it failed to secure for large numbers of officers the benefit which they had believed would follow the operation of the Charter as a minimum. For the N.E.C. to flaunt that clause as a reason for doing nothing was wilfully

and impertinently to underestimate the purposes and aims of Conference. To accept the report would be to condone the abandonment of the policy of the Charter as a minimum, a policy which in 1949, as in 1947 and 1948, offered the brightest and, indeed, the only hope of breaching the granite wall which the employers' side had built. He hoped that Conference, by decisively rejecting it, would tell the N.E.C. that the Association was committed to the policy of the Charter as a minimum and would no longer tolerate opposition from its own side (cheers).

J. BESSERMAN, Coventry, seconding, urged that when Conference decided that the Charter should be regarded as a minimum, it was the responsibility of the N.E.C. to ensure that everything it did was directed towards fulfilling that policy. "NALGO policy," Mr. Besserman concluded, amid cheers, "is decided by this Conference and by no one else. It is not decided by a handful of men at York Gate."

"Not Practical Politics"

Replying for the N.E.C., L. BEVAN, chairman of the service conditions and organisation committee, recalled that, after the Conference decision in 1947, the N.E.C. put the matter to the National Joint Council, but the employers' side would have nothing to do with it. "They told us quite plainly" he said, "that we had negotiated national scales of salaries."

For the past 25 years, the Association had striven for national scales. Now they had them, it was suggested that they should return to local bargaining—"back to the old hotch-potch."

"If we," Mr. Bevan warned, "indulge in a unilateral repudiation of the standard conditions of service and declare that they are a minimum, and if we try to secure local improvements in the Charter scales, we shall be in danger of the employers turning round and trying to beat down our scales in the other direction" (hear hear).

"The Charter as a minimum is not practical politics from our point of view," Mr. Bevan declared. "The general division scale is a minimum scale, and above that there is all the machinery of grading and appeals and all the scales rising to £1,000 a year, to which any member can aspire. That is where the Charter as a minimum comes in—the general division scale is the minimum, and we should direct our efforts to seeing what improvements can be got in the scales above that, within the framework of the Charter" (cheers).

Conference clearly approved this statement and when the President, having ruled reference back of the paragraph of the Annual Report

to be out of order, put the motion that it be received, delegates agreed.

EQUAL PAY CLAIM

Call for "Some Cash on Account"

There followed another spirited debate on equal pay. First, Conference adopted, without debate and with the approval of the N.E.C., a Chislehurst and Sidcup motion, moved by J. E. Wood, instructing the Council "to press forward with the maximum effort to secure, through the National Joint Council, the realisation of equal pay for men and women for equal work within all grades of the national Charter."

Then W. KENYON, Liverpool, moved his branch's motion, opposed by the N.E.C., deploring the lack of progress in the campaign for equal pay, and instructing the N.E.C., as a temporary measure, to press for advances in the salaries paid to women in the general, clerical, and higher clerical divisions from the present 80 per cent. to 90 per cent. of the male rates, pending the result of negotiations on full equality.

Denying that the motion departed from the principle of equal pay, Mr. Kenyon declared that what Liverpool wanted was some cash on account. How much longer were they to be content with passing pious resolutions every year?

Liverpool wanted to stop that. Its women members were not satisfied with equal pay as a policy only; they wanted some money, and they wanted it now; they wanted to hear that glorious policy chinking in their purses!

Last year, Conference, by an overwhelming majority, had instructed the N.E.C. to campaign for equal pay, both nationally and locally. What had happened? Ten months later, last April, it started a campaign—but only after it had been set upon by the women.

"No Half-measures"

After this call to expediency came the claim of urgent feminist youth as PAT TAYLOR, L.C.C., looking as fresh and speaking as incisively as she had done at Bournemouth a year ago, moved an amendment deploring the absence of any campaign for equal pay and reiterating the instruction to the N.E.C. to embark upon one immediately.

The first part of the amendment was justified, said Miss Taylor, because, in fact, the N.E.C. had shown signs of life only after the notices of motions for the Conference had been submitted. Since then, it was true, a special sub-committee



"Miss Taylor Will Emerge Untamed"

had been set up—but the only real NALGO activities during the past year had been those of women members in the Metropolitan District, who had lobbied M.P.'s.

She wholly opposed Liverpool's proposal to seek an interim 10 per cent. increase. Equal pay had been NALGO's policy for many years, and there was no reason to water it down now. The employers were not likely to welcome the 10 per cent. claim any more

Delegates Insist on Campaign for Full Equal Pay at Once

cheerfully than they had welcomed the full claim, so why dissipate NALGO's energies on half-measures?

P. W. ENGLISH, Metropolitan District, seconding, said that, according to the press, one of the M.P.s lobbied, the honorable lady who represented Epping (Mrs. Leah Manning) had been sent for by the Prime Minister and tamed to some extent. The Metropolitan District could give an assurance that if Miss Taylor were sent for by the powers on the platform, she would emerge completely untamed (*laughter and cheers*).

"Get On With It!"

After Mr. English, Miss Scottish, and delegates gave a warm cheer as MARGARET HAMILTON, Glasgow, announced her identity and unmistakable origin in a voice and manner that, though confidential and appealing, gave clear warning that it would brook no interruption to its rapid flow. Supporting the amendment, she found significance in the fact that the motion had been moved by two men, and that one important woman member of the N.E.C. who hailed from Liverpool, had had nothing to do with it. So much for the claim of the mover to be speaking on behalf of the Liverpool women!

The fact that it had taken the N.E.C. ten months to do anything about the campaign demanded by Conference last year—and then only under much pressure from the women—suggested some reluctance to carry out Conference policy: if that were so, then it was well for Conference to reaffirm its policy.

Paraphrased, the amendment might be said to read: "It was decided to have a campaign. You have been a bit slow about it, but you cannot help that—it is in your nature, bless you! Now go ahead and get on with it!" (*cheers*).

"No Equality Between Women"

J. P. PHOENIX, Liverpool and N.E.C., while recognising that a man who tried to assure young and intelligent women that their principles were a little too high, was liable to have his motives misunderstood (*laughter*),



"... was liable to have his motives misunderstood"

assured Conference that the mover and seconder of the motion had spoken for all the women in the municipal service in Liverpool. Those women had sent them to Conference with a clear order: "Get something on account." They had principles, but they were also realists. This country was today living largely by courtesy of Uncle Sam, and Americans did not enjoy equal pay; that fact might assist in postponing for a year or two the full implementation of equality in this country. But it was possible to go part of the way.

In negotiations, the best course was often to get rid of anomalies—and there was certainly an anomaly here. What was the sense of talking about equality between men and women

when there was not even equality between women? Women school-teachers were paid 90 per cent. of men's rates, whereas women in local government service got only 80 per cent.

Replying to the debate for the N.E.C., Miss F. E. POLE opposed both motion and amendment. If in negotiations with the employers a bargain was come to by which women were offered 90 per cent, she said, it would not be refused; but NALGO policy was complete equality, and they should stick to that. If they went to the employers and said, "We want 90 per cent," what would happen to the large body of women members who already enjoyed equal pay?

The suggestion that there had been no campaign was not true. There had been a campaign, and it had not been started only because of the receipt of the motion for the Conference agenda. The N.E.C. had taken its full share in joint efforts with other organisations. It had now set up an equal pay sub-committee, which was fully alive not only to this but to other examples of women's inequality—such as the tendency to downgrade women by comparison with men.

But it was not only the N.E.C. that needed to get busy. They had heard of the excellent work done in the Metropolitan district and Glasgow—but those were probably the only examples in the country, and it was the duty of other districts and branches to support the efforts being made nationally. The N.E.C. asked Conference to reject both the motion and the amendment.

But delegates, disagreeing with both Liverpool and the N.E.C., approved the amendment and adopted the motion as amended, after which it adjourned for lunch.

SALARIES POLICY Debate in Private Session

Immediately after the adjournment, Conference departed from the agenda to consider the N.E.C. motion calling for approval of a confidential statement on service conditions policy which had been circulated to delegates only. On the recommendation of the N.E.C., it was decided to discuss this in private and the long and lively debate which followed cannot, therefore, be reported. The result is summarised in the N.E.C. statement which appears on the opposite page.

As that statement makes clear, the effect of the debate was to endorse the policy of the N.E.C., with the result that motions and amendments numbered 50 to 67 on the agenda, mostly critical of that policy, were withdrawn.

But with one exception. K. C. BROWN, West Sussex, complained that a motion his branch had submitted had been linked by the agenda committee with another by Bristol Electricity and converted into an amendment. Since the motion as drafted raised a wider issue than appeared from its form on the agenda, he asked leave to move it in the form originally submitted, namely:

"That Conference views with concern the increasing tendency of the National Executive Council to seek to avoid implementing decisions of Conference with which it is not in agreement and to put an interpretation on resolutions which is contrary to the intention of Conference, and directs that the National Executive Council implements the expressed resolutions of Conference without equivocation."

The debate on this also was taken in private session. All that can be said about it, therefore, is that delegates, having just acquitted the N.E.C. of failure to carry out their instructions on salaries given at the 1948 Conference, demonstrated again that glorious inconsistency of which they are masters by carrying the West Sussex motion, as if to say: "We forgive you now—but don't dare do it again!"

Reverting to public session, N. McLEAN, Glasgow, moved the non-acceptance of paragraph 28 of the Annual Report. The paragraph, dealing with the request of the Bournemouth Conference that the N.E.C. take "all possible steps" to secure the fusion of the Scottish Joint Industrial Council and the

PILLARS OF NALGO



This year's President, E. A. S. Young (centre), with the senior Vice-President, E. L. Riley (right), and the N.E.C. Chairman, G. L. Riley (left)

National Joint Council for England and Wales, reported that, while the position had been kept under review, the Council considered it wiser to defer action until there seemed to be a reasonable chance of agreement.

This, said Mr. McLean, seemed to mean that no action had been taken. He could not understand why there could not have been exploratory discussions.

For the N.E.C., E. C. R. CHINN explained that it had accepted last year's resolution in good faith. But no progress had been possible because, at present, the employers' sides of neither the Scottish nor the English Joint Councils would support a merger. The N.E.C. believed that prospects would be more favourable when there were joint councils covering the whole country for the electricity, gas, and health services. Even then, however, the first move should come from the Scottish side. The N.E.C. would act as soon as it considered that there was a reasonable chance of success.

Having made his point, Mr. McLean accepted this assurance and withdrew his motion.

Finally, G. C. O. WATSON, Sunderland and South Shields Water Company, asked what progress had been made towards the establishment of negotiating machinery for water supply staffs.

Replying, E. L. RILEY, N.E.C., pointed out that, at present, all officers in the water departments of local authorities were covered by the local government National Joint Council. There was no negotiating machinery for those in the company undertakings, but as soon as the N.E.C. knew what form the nationalisation legislation was going to take, it would work for similar machinery to that established for the electricity and similar services. On this crumb of comfort Conference adjourned until Wednesday morning.

Agreement with E.P.E.A. Confirmed

WEDNESDAY dawned even colder than Tuesday, and not even the stirring melodies from the organ nor the recollection of the praises of the Marquess of Aberdeen & Temair—who, at a big dinner given by the Aberdeen branch the previous evening, had described NALGO as “one of the finest organisations in the country” and its members, without qualification, as “the finest body of men and women in the Empire”—could bring warmth to the frigid and wind-swept wastes of the platform. And wastes they looked, for apart from the heroes required to stay at the post of duty and a sprinkling of overcoat-clad Spartans, most members of the N.E.C. had fled to the body of the hall, where they huddled around cold radiators, vainly seeking the illusion of warmth.

Nevertheless, it was a packed gathering that returned to the agenda, to open with a motion by the Southern Electricity No. 1 branch, inviting Conference to view “with grave concern” the failure of the N.E.C. to carry out the instructions of the Bournemouth Conference to abrogate the agreement between NALGO and the Electrical Power Engineers’ Association.

Moving this, P. H. SEEL suggested that the similar motion had been carried at Bournemouth mainly because of the autocratic and dictatorial attitude of the N.E.C. in opposing it. If circumstances had changed, and it was now in the interests of NALGO to continue in close liaison with the E.P.E.A., the N.E.C. should tell members. It had not done so. Members resented the N.E.C.’s dictatorial manner and the lack of democratic consultation with members.

“Conference,” Mr. Seel concluded, “is being flouted. The effect is to reduce the confidence members should have in the N.E.C. We cannot undo what has been done, but we can see that there is no repetition of it” (cheers).

“Harmony Essential”

Opposing the motion, G. E. MORRIS, North East London Electricity, said that the N.E.C. had, in fact, reported to the national consultative committee; if that information had not got back to the Southern district consultative committee, it was because its members did not properly report the meeting they had attended.

At a time when conditions in the electricity service were being negotiated, Mr. Morris argued, it was essential to preserve harmony with those trade unions prepared to co-operate with NALGO. The satisfactory agreement on holidays and sick pay was due in no small measure to the co-ordinating committee which functioned between the National Joint Board for technical and engineering staffs, upon which the E.P.E.A. was strongly represented, and the National Joint Council for clerical and administrative staffs, upon which NALGO was represented. Were NALGO to abandon its good relations with the E.P.E.A., there would be great difficulties. The present scales, which roughly approximated to local authority scales, were only interim, and much help might be needed to maintain those standards in the final scales.

R. F. HENDERSON, Liverpool and District Electricity, warned delegates that clerical staffs would shortly come under the fire of the big guns of the manual workers, and it was important that the non-manual workers, both in NALGO and the E.P.E.A., should show a common front against that attack.

Opposing the motion for the N.E.C., L. W. G. HETHERINGTON suggested that they could be proud of the advisory machinery set up in the electricity supply field. Each dis-

CONFERENCE BACKS N.E.C. PAY POLICY

No Claim for General Rise—but Pressure to Remove Anomalies and Hardships

THE most important debate of Conference was that on service conditions policy. It was based upon a series of motions calling for measures to secure general increases in the salaries of local government officers, and upon a confidential document, circulated by the N.E.C. to delegates only, dealing with the wider issues of service conditions policy.

On the recommendation of the N.E.C., Conference resolved that these motions, and the N.E.C. document, be considered in private session. The debate, which occupied the greater part of the first afternoon session, cannot, therefore, be reported. After the debate, however, an agreed statement was issued by the Council.

This declared that, in view of the policy of the White Paper on Personal Incomes, Costs, and Prices, which had been accepted by the Government, the Opposition, the Trades Union Congress, and by the larger part of the population generally, NALGO could not, at the present time, press for general or wholesale increases of salaries on behalf of its members.

At the same time, the Association believed that the present remuneration of

large sections of the service was too low to attract juniors of suitable calibre to the basic grades, and failed to reflect current values for professional, technical and administrative work.

In the course of a vigorous and well-balanced debate, the Conference expressed its loyalty to the principles and machinery of Whitleyism which, largely as a result of the Association’s own policies, had been built up for the local government service.

That machinery, it was considered, afforded facilities within the framework of the Charter and in negotiations now pending, for settling the grading or scales of individual officers and groups without conflict with the terms of the Government’s White Paper.

The Conference supported by a substantial majority the policy recommended by the National Executive Council.

The broad effect of this decision is that, while NALGO recognises the White Paper policy, it retains its confidence in the sense of justice of the elected representatives of the public, through the Whitley machinery which they and the Association have established, to remedy either individual or collective anomalies or hardships.

tract was represented on the National Consultative Committee, thus ensuring that the views of electricity branches throughout the country were obtained. That committee had considered the NALGO-E.P.E.A. agreement at its first meeting last March, and had decided that the action taken had been correct.

The co-ordinating committee had obtained concessions and permanent conditions which were a great improvement on what electricity members had enjoyed in local government. But there were still great problems ahead, in the solution of which they needed the help and friendship of all sections. Chief among them was that of demarcation of the various sections of staff. That was now under discussion, and he was sure it would be solved, provided there was goodwill on both sides.

Exercising his right of reply, Mr. Seel said that his branch had instructed him to withdraw the motion if the N.E.C. gave a satisfactory reply, and in view of Mr. Hetherington’s statement, he asked leave to do that. Nevertheless, the root of his complaint had not been dealt with—namely that the N.E.C. had flouted the instructions of Conference without consulting the members. But Conference let that pass, agreeing to the withdrawal of the motion.

SECURITY OF TENURE

“Only Safeguard Against Injustice”

W. S. KEATHRY, Darlaston, followed with his branch’s motion suggesting that, in view of the delays in settling trade disputes, the existing machinery for this purpose was of little practical value, urging that security of tenure was the only safeguard against injustice, and inviting Conference to instruct the N.E.C. to press for the necessary legislation at once.

It was only when a branch had a member unjustly dismissed, said Mr. Keathry, that it found how difficult it was to help him. When a member of his own branch was dismissed, it had taken 18 months to get the case dealt with.

It seemed that NALGO was debarred from offering to such members the protection which was the primary reason for its existence.

Moreover, when the case had been fought through its successive stages to the National Joint Council appeals committee, the employer was free to accept or reject the decision of the committee.

The principle of security of tenure was well recognised in respect of medical officers, sanitary inspectors, and surveyors. It should be extended to all chief officers and similar, but less complicated, arrangements made for others.

Delays Exceptional

Opposing the motion for the N.E.C., L. H. TAYLOR said that it gave the false impression that there was great delay in almost every dispute. There had been a few difficult cases—of which that at Darlaston was one—in which there had been delay. There, a woman officer was dismissed. There were no grounds for legal action, and, since the High Court had ruled that the National Arbitration Tribunal had no power to order the reinstatement of a dismissed employee, it would have been futile to press for immediate reference to that body. After local negotiation had failed, the Association reported a trade dispute on the ground that the local authority had not complied with paragraph 15—the disciplinary provisions—of the Charter. The dispute was referred to the National Joint Council, which supported NALGO’s claim. But the local authority refused to re-consider the dismissal and a further dispute was reported. That was referred to the National Joint Council under Article 2(3) of the Conditions of Employment and National Arbitration Order and the case was heard on June 8. The appeals committee recommended that the member concerned be reinstated and paid arrears of salary from January 10, 1948, less what she had earned in a temporary post and that award was binding on the authority (cheers).

It was unfair, Mr. Taylor suggested, to use this particular case as a basis for general criticism. It was not true that there had been delays in the majority of cases, or that the

Council Attacked for "No Action" on Child Neglect

existing machinery for the settlement of disputes was slow and valueless. In the period covered by the Annual Report, there had been 31 trade disputes, and the successes achieved showed that the machinery was of great practical value (*hear, hear*).

As to security of tenure, Mr. Taylor reminded delegates that a year ago he had told Conference that, while there was no present prospect of legislation, the N.E.C. would take up the matter with the National Joint Council. That had been done, the staff side suggesting that local government officers should not be removable from office without either the consent of the Minister of Health or a resolution passed by not less than two-thirds of the members of the local authority present and voting at a meeting of the authority, and that, in any case, the dismissal should be subject to the Minister's approval.

The employers, however, took the view that this matter did not properly fall within the functions of the N.J.C. Thereupon, the N.E.C. referred the proposals to the Ministry of Health, but the Minister replied that NALGO should first consult with the associations of local authorities.

The law and parliamentary committee and the service conditions committee were now considering the further action to be taken, and he understood that the matter had also been brought before the separate negotiating committees for chief officers in receipt of over £1,000 a year. In view of the attitude of the Minister, Mr. Taylor concluded, it would be futile to press for legislation at present.

After Coventry had withdrawn an amendment instructing the N.E.C. to consider the general question of security of tenure for all officers, with a view to promoting legislation, Mr. Keathery, replying to the debate, declared that he was still not satisfied with the general situation. Conference, however, was satisfied with the N.E.C. statement, and rejected the motion.

RESEARCH INTO SALARIES "Would Hold Up Other Work"

Next, R. RILEY, Manchester, moved that paragraph 41 of the Annual Report be not received: This paragraph, dealing with Manchester's call a year ago for research into more scientific methods of determining salaries, denied the allegation that present negotiations were based on "haphazard practices and methods of employing authorities," and stated the view of the N.E.C. that the time was not opportune for research on the lines suggested.

Manchester, said Mr. Riley, questioned this view. The fact that wage negotiations were influenced by the White Paper on Personal Incomes, Costs, and Prices made it a most opportune time to initiate research which would enable public officials to say honestly that they were worth the salaries they were paid. The value of any individual was the value of his efforts to the wellbeing and prosperity of the community, and on that basis the position of the local government officer could not be challenged.

But J. W. Moss, N.E.C., refused to accept this suggestion, declaring roundly that the N.E.C. stood by every word in this paragraph of its report. To initiate all the research suggested by Manchester would involve considerable delay in discussing salaries and would hold up work of more immediate practical value. Conference agreed, approving the paragraph unanimously.

No more successful was I. L. ROBERTS, Whitefield, when he challenged paragraph 46 of the report, in which the N.E.C. rejected a Halifax and District proposal for a central bureau of information from which intending

applicants for posts might obtain advance information about them.

To this Mr. Moss repeated the answer given in the report that the information sought was already available at Headquarters or in the district offices. What, then, was the sense, he asked, of appointing additional staff and setting up an elaborate card index system? Conference accepted this view and approved the paragraph.

REPORT CONDEMNED "Experts Not Consulted"

But the N.E.C. failed to meet the next challenge, made by A. ROBINSON, Education Welfare Officers' National Association, who moved non-acceptance of paragraph 50. In this, the N.E.C., replying to a resolution of last year's Conference urging amendment of the Children & Young Persons' Act, 1933, to require local authorities to make inquiries and take proceedings in cases of child neglect, recorded that, having consulted the National, Liverpool, and Royal Scottish Societies for the Prevention of Cruelty to Children, it considered that no action should be taken.

Last year, said Mr. Robinson, his Association had felt that NALGO, with its powerful influence, would be able to get something done about this grave social problem of child neglect and, when Conference adopted its motion, awaited developments with interest. But the N.E.C. had been content to consult only the three voluntary organisations concerned with the prevention of cruelty to children. Those organisations were doing valuable work—but he felt that his association, which represented a section of local government officers handling the problem, should have been consulted in the early stages (*hear, hear*). His association was not fighting for its members, but for the children, and he urged Conference to support its slogan—"For every child a chance" (*cheers*).

Supporting, J. FIRTH, Leeds, said that there were cases in which none of the voluntary societies could do anything. Things happened about which they did not know until it was too late. The parents "got away with it"—but the local government people had to look after the children.

For the N.E.C., N. W. BINGHAM agreed that there were wide problems behind the issue. The N.E.C. had not consulted E.W.O.N.A. for the same reason that it had not consulted the movers of other motions passed by Conference—namely that they had explained their point of view to Conference and the N.E.C. therefore knew it. On the other hand, if it

wanted information from other bodies, it had to approach them.

The N.E.C. recognised, however, that that was no answer to the real problem lying behind the motion, and was ready to give an undertaking that, as soon as practicable after Conference, it would discuss with E.W.O.N.A., not merely last year's motion, but all the matters which lay behind it—including the terms of the Education Act and the Children Act, 1948, the welfare of that very large section of children who either had no homes or whose homes were not satisfactory, and the future status, qualifications, duties, and scope of the work of the education welfare officers. (*cheers*).

But, though Conference appeared satisfied with this, J. K. SOPP, Heston & Isleworth, was not, and returned to the attack. Judging from the way it treated some of the motions passed by Conference, he said, the N.E.C. might just as well have a conference of its own and not bother branches and delegates. If it did not like a motion that was passed, it delayed action from year to year in the hope that, in the end, Conference would not bother any more. The N.E.C. now said that it would consult with E.W.O.N.A.—but why, had it not done so last year? (*cheers*).

Mr. Sopp's vigorous attack had clearly won considerable support and, notwithstanding their earlier approval of Mr. Bingham's assurance, delegates declined to receive the paragraph.

ADDRESS BY T. W. BURDEN, M.P. Tribute to Legal Section

At this stage the President called on T. W. BURDEN, C.B.E., M.P., of whom he said that NALGO had no greater friend nor more practical helper in the House of Commons, to address delegates.

Mr. Burden, who was received with acclamation, recalled that when he last addressed a NALGO Conference, two years ago, he had congratulated the Association on its decision to widen the scope of membership. Looking back, he felt that that decision had been wise. If it had brought new problems it had also brought new opportunities for service. Whatever the final structure of the nationalised social services, it was certain that those who were trained in local government would bring to them the ability and skill they needed and would do everything possible to make them a success (*hear, hear*).

The Association's law and parliamentary work was a record of continuous activity, and he wished to pay tribute to the painstaking work of the legal department—Mr. Anderson,



"YOUR NALGO"—A section of the Conference display of 18 screens depicting the Association's work and structure. Branches wishing to borrow the screens should write to the P.R.O., 1, York Gate, London, N.W.1



THE COUNCIL'S FRONT LINE—In the first row on the platform facing delegates were: (left to right) N. W. Bingham, J. E. N. Davis, chief organisation officer, J. W. Moss, L. Bevan, G. Llewellyn, E. L. Riley, Miss M. H. Hamilton, administrative assistant, J. H. Warren, general secretary, P. H. Harrold, President, C. J. Newman, E. A. S. Young, A. E. Odell, T. W. Burden, M.P., L. H. Taylor, and J. H. Robinson.

the legal officer, and Mr. Halliwell, the parliamentary agent, backed by the general secretary, the President, and the law and parliamentary committee. The Association's experience when the Civil Defence Bill was passing through Parliament had clearly shown that the price of liberty was eternal vigilance, and he wished he could give a word picture of the tenacious ability with which the President, the general secretary, and other members of the deputation had fought the Association's case against the conscription of local government officers for civil defence. In that struggle NALGO had fought the battle of trade unionism for the local government service as a whole—with the result that the original intentions of the Bill were profoundly modified (cheers).

Holiday Centres Unknown?

Conference adopted with acclamation a vote of thanks to Mr. Burden, and returned to the Annual Report, to hear A. CLARK, Bolton and District, move the non-reception of paragraph 60, dealing with the NALGO holiday centres, in order to protest at what he considered to be inadequate advertisement of them to members.

A week earlier, Mr. Clark said, a member of his department, just back from a holiday at Croyde Bay, had come to him and said: "Thank you for introducing me to something which I did not know NALGO possessed." It was a shocking fact that, although these holiday centres had been in existence for nearly 20 years, many members knew nothing about them.

Replying for the N.E.C., F. BAINBRIDGE expressed amazement that Mr. Clark, a former chairman of the committee responsible for the holiday centres, should admit that members of his own branch did not know of them. The fact that the centres were filled for the greater part of the holiday season—he doubted whether Mr. Clark would get a bed at one of them now except in late September—showed that they were well known.

On a point of order, Mr. Clark explained that the member who did not know of the holiday centres had just joined his branch from another area. When his motion was put to the vote, Conference rejected it, approving the report.

Representation at Conference

There followed an N.E.C. motion, moved by W. STROTHER, seeking to empower the Council, notwithstanding the rule, to determine the basis upon which branches, district committees, and sectional and professional organisations, should be entitled to appoint delegates to the 1950 Conference, it being understood that it would submit an alternative rule to that Conference.

It was essential to act at once, Mr. Strother explained, so that arrangements could be made for next year. The present rule entitled branches to send over 2,000 delegates, and he dared not imagine what the position would be next year, with more members and more branches.

Moving an amendment to preserve the right of each branch, district committee, and sectional and professional organisation to appoint at least one delegate to the 1950 Conference, J. PLATT, Wirral & District, argued that, in view of the decision to be taken in 1950 on the reorganisation of the Association, it was essential to reserve this right of representation to every branch. Although opposed by the N.E.C., Conference insisted upon adopting this amendment, together with a drafting amendment by the Glamorgan branch, and carried the motion as amended.

On paragraph 72 (o) of the Annual Report, recording that the National Joint Council had not yet reached agreement on the subsistence allowances to be paid to certain classes of "travelling" or "outside" officers, when engaged in normal and routine duties, R. J. FISHER, Essex County, pointed out that this problem had been raised at national level two years ago. Many officers in his branch were concerned at the delay, and he asked when a decision was likely to be reached.

For the N.E.C., J. W. Moss said that the long delay had been due to the difficult attitude of the employers. But the special sub-committee which had been considering this vexed question for twelve months, was to meet again on the following Thursday, and he hoped that agreement would be reached before long.

Turning next to the Charter, Conference approved, without debate, Crayford's motion instructing the N.E.C. to press for removal of the anomalies created by the consolidation award by securing in the miscellaneous, higher clerical, and A.P.T. divisions a general increase comparable to the increase in the maximum of the general division.

MAXIMUM AT LOWER AGE

N.E.C. Seeking £400 at 28

Also acceptable to the N.E.C. was a Devon County motion, moved by C. W. GOAD, calling for negotiations for a lowering of the age at which the general division maximum of £385 is reached. Mr. Goad reminded Conference that, two years ago, it had referred a similar motion to the N.E.C., which had later reported that the point was considered by the National Joint Council during the negotiations on consolidation. Last year the claim was again referred to the N.E.C., which had now reported that it would be unrealistic to ask for the present maximum at 26, but that, in the amended scale which the staff side intended to submit as part of a general revision of the Charter, it was proposing a maximum of £400 for both men and women at 28.

"My branch," declared Mr. Goad, "disagrees with the N.E.C. and asks Conference to declare emphatically that our representatives should press for revision of the existing age scale. We are not content that this matter should be dealt with in any general revision of the Charter: we consider that it should be dealt with immediately" (hear, hear). Conference agreed, adopting the motion without further discussion.

Having thus accepted the principle of seeking

to lower the age at which the general division maximum is reached, the N.E.C. opposed the following motion and amendments, which sought to pin it down to particular age levels. The motion, by Salford and West Bridgford, called for the maximum at 26, with consequential adjustments of the scale for lower age groups. Moving this, W. H. MORTON, Salford, argued that a scale covering 16 years—from 16 to 32—was too long: ten years was long enough, particularly since an officer at 26 should be as efficient as at 32.

Supporting, P. ASHEN, Birmingham, claimed that if a man was able to fight for his country at 18, he should be in a position to support a family before he was 32 (cheers). It was desirable on every ground, moral, social, and logical, that a man should be allowed to carry out his responsibility to the country. Had the N.E.C. been wise, it would have given evidence to the Royal Commission on Population, pointing out that the withholding of the maximum until 32 was one of the causes of the fall in the birthrate in one of the classes most important to the country (cheers).



CONVERSATION PIECE—Between W. Pitt-Steele and F. Bainbridge, both N.E.C.

A. C. HOCKING, Cornwall Electricity, moved an amendment to extend the motion to the administrative and clerical staffs of the electricity supply industry, and to provide for suitable amendment of the existing short-hand and typing scales applicable to that industry. He knew of no other trade, said Mr. Hocking, in which an employee had to serve for 16 years before reaching the maximum salary. Moreover, he had heard it suggested that the British Electricity Authority, in its permanent salary scales, proposed to make progress beyond the salary at 26 subject to some educational attainment. In no other trade did a craftsman—and at the age of 26 a clerk was a craftsman—have to pass another educational examination before reaching the maximum (hear, hear).

For the N.E.C., J. W. Moss pointed out that, in the Annual Report, the Council had given an undertaking to seek a general division maximum of £400, for both men and women, at 28. It had, therefore, gladly accepted the principle of the Devon motion, and he asked Conference to adhere to that principle while leaving details to the N.E.C.

In undertaking to try to secure the maximum at 28, the N.E.C. believed that it was being

Hope of New Miscellaneous Grades Outside the Charter

realistic. It agreed with the principle, but asked for discretion to do all it could without being tied down to a particular age (*cheers*).

Conference accepted this view, rejecting both the Salford motion and the amendment, with the result that further amendments by Middlesbrough and Tottenham, seeking the maximum at 25, both fell.

After the general division, it was the turn of the miscellaneous division, on whose behalf H. A. JONES, Liverpool, urged the N.E.C. to seek an increase in the maxima at least equal to those already obtained for the general and clerical divisions.

A recent circular had indicated that the National Joint Council proposed to revise the position of the miscellaneous division, but the proposals for grades I and II had not been revealed. Why this secrecy? Were those concerned being "sold a pup"? Liverpool officers in these grades felt frustrated, discontented, and suspicious. When the Charter was born, they had heralded it with acclamation, believing that the N.J.C. had been delivered of twins—the Charter baby and the miscellaneous group; now they had a nasty feeling that they were the unwanted child.

Seconding, J. MERCER, Liverpool, said that the miscellaneous division officer was generally the type who rose to a certain maximum and

instead of getting stuck into it yourself!" (*laughter*).

But, though those poor little in-betweens were not clearly officers, they were members of NALGO. It was unfair to get them into the Association when all it had to offer them was a nice little label marked "Miscellaneous" to



J. S. T. Williams.

W. F. Young.

tie round their necks and which they found it difficult to get rid of.

"I move this amendment," Mr. Williams concluded, "because my branch thinks that a post involving work of a specialised nature should be in the A.P.T. division. If it is not manual and if it is not clerical, then we say it is technical (*laughter and cheers*). Acceptance of the amendment would be taking a step towards NALGO's objective of enhancing the status of the local government service as a profession, not just a hotchpotch of miscellaneous odd jobs" (*cheers*).

Opposing the amendment, W. F. YOUNG, Liverpool, declared roundly that never in his life had he heard a speech or seen an amendment that stank so much of hypocrisy and cant. If it were carried, it would give a direction to the N.E.C. that these poor unfortunates in the miscellaneous grades must be thrown to the wolves and must join some other union. (*Cries of "No."*)

"I represent," Mr. Young went on, "a body of men who are not getting a fair crack of the whip—the transport inspectors, who are in the miscellaneous grades. If anybody thinks they are not doing a good job of work, capably and efficiently, I disagree with him." (*A delegate: "Nobody has said that."*)

Negotiations Now in Progress

Pouring oil on the troubled waters, J. W. Moss, N.E.C., expressed sympathy with both motion and amendment. The Association owed a duty to the large number of members who lacked the ticket to the general, clerical, or A.P.T. divisions. The miscellaneous division had gone a long way to meet their needs, but the N.E.C. was not satisfied with the salaries laid down for them.

Recently the education welfare officers had appealed for standard gradings, and a standard grading had been agreed as an interim measure, pending the provision of some examination which would give them the A.P.T. ticket.

In an endeavour to eliminate one of the anomalies resulting from the arbitration award, a new maximum of £375 had been obtained in the former miscellaneous I. This was £15 better than the present scale, but, so far, was applicable only to the officers who had been awarded the national standard. The reason was that some employees who were not NALGO's primary concern were being paid on the miscellaneous scale, and any change called for delicate negotiations, now in progress, with other National Joint Councils. He hoped that the result would be a complete new range of miscellaneous grades, applicable to employees of local authorities, some of whom were quite properly members of

NALGO, but who could not gain admission to other divisions of the Charter. In view of these considerations, Mr. Moss appealed to Conference not to hinder or prejudice the negotiations by voting either for the motion or the amendment. The problem was receiving urgent attention, and would, he hoped, be solved long before next year's Conference. The movers, and Conference, responded to this appeal by withdrawing both motion and amendment, together with a Derby amendment calling for declaration of a trade dispute if agreement were not reached within three months.

GRADING OF SPECIAL CLASSES

Call for Speedier Decisions

Conference adopted without debate a West Riding motion, accepted by the N.E.C., which, whilst expressing appreciation of the efforts of the staff side of the N.J.C. in the grading of special classes, deplored the slow progress made and directed the N.E.C. to instruct its members on the staff side to take all possible steps to expedite consideration of the cases still outstanding.

To this, Torquay had submitted an amendment calling on the N.E.C. to take "all steps possible" to obtain satisfactory recommendations on grading before the 1950 Conference. Moving this, N. A. N. BATHAM said that the delays were causing great discontent and dissatisfaction, particularly among technical officers, many of whom were leaving NALGO.

Opposing the amendment for the N.E.C., J. W. Moss said that the Council could not be tied to an endeavour to persuade the employers to promulgate satisfactory national standards of grading for all the special classes of officers who were clamouring for them. There were 30 or 40 classes, and it had taken the N.J.C. approximately two years to promulgate decisions about four of them. That was not an achievement to be proud of—but it was not the fault of the NALGO representatives. The reason was the reluctance of the employers to commit themselves. Now, the grading sub-



"... a nasty feeling that they were the unwanted child."

then came to a stop. His need was, therefore, at least equal to, if not greater than, that of a general division and clerical officer. "During this week," he added, pointing to the Arctic eminences behind him, "the boys on the N.E.C. have been feeling the draught. They have had their overcoats on. The miscellaneous officers are going to feel a bigger draught—not for one week in Aberdeen, but all over the country for many years" (*cheers*).

"Poor Little In-Betweens"

There followed an amendment, moved by J. S. T. WILLIAMS, Wednesbury, calling for deletion of the miscellaneous division grades from the national scheme. Since this had been submitted, Mr. Williams pointed out, the National Joint Council had come to a similar view. It was proposing that the salaries of employees falling between those who were clearly manual workers and those who were clearly officers, and who were not already covered by negotiated agreements, should come within the scope of a supplementary scheme, and that the miscellaneous division grades should be removed from the Charter.

"Who are these hybrids who are neither manual workers nor officers?" Mr. Williams asked. "Mostly they are foremen, clerks of works, gardeners, rent collectors, and so on—the people who are doing the unfashionable jobs and those jobs which require some quality besides administrative ability, a term which can cover a multitude of sins—including the happy knack of farming out work to other people



"... all it had to offer was a nice little label."

committee was meeting almost weekly, and it was impossible for the staff side representatives, each of whom had a full-time job, to meet more often. He therefore urged Conference to be satisfied with the West Riding motion and leave it to the staff side, with the goodwill they now had on the employers' side, to get on with the job as quickly as possible. Conference agreed, rejecting the amendment.

Also rejected was a Kent County amendment, moved by A. J. PACKER, which, after deploring the slow progress, called for a factual report on the negotiations so far and instructed the N.E.C. to "take vigorous steps to secure remuneration and status for specialist officers in local government equal to those obtainable in comparable positions outside the service."

Fitting the Association to its New Groups of Members

Members who were affected by the scales, Mr. Packer argued, were entitled to know what was happening, and, if a public report were inadvisable, a private and confidential report could be circulated. The case for the third part of the amendment was that some professional officers transferred to other services had had their scales of salaries fixed, and those scales, if used in the interest of professional officers remaining in the local government service, would help the N.E.C. negotiators to obtain what was desired.

Opposing for the N.E.C., Mr. Moss said that time would be better spent getting on with the negotiations than in preparing factual reports. He asked that the N.E.C. be left to get on with the job, on the assurance that it consulted, and would continue at every stage to consult, the professional and technical bodies concerned (*hear, hear*).

Conference agreed, and a further amendment by the River Ouse Catchment Board, calling for the proposed factual report to be supplied to branches by June 30, was not moved.

BETTER SCALES FOR TYPISTS Machine Operators, Too!

Manchester followed with its motion, moved by H. MATHER but opposed by the N.E.C., instructing the N.E.C. to negotiate new and improved salary scales for women typists and machine operators, differentiating between copy-typists, shorthand-typists, and the operators of machines calling for a greater or less degree of skill. The motion, said Mr. Mather, affected a large and growing body of members. In the commercial world, skilled shorthand typists and machine operators could command salaries above the general division scales. The N.E.C. might argue that the appropriate grading for these people was clerical, but branches experienced the greatest difficulty in obtaining that save for officers who supervised others. Unless the National Joint Council would recommend clerical grading for all skilled shorthand typists and machine operators, the only solution was special grades. Manchester had tried to meet the problem by acceleration within the general division, after the passing of tests, but that was effective only with women below the maximum.

Equality With Men Preferred

J. A. PACKER, Brighton, followed with an amendment seeking improved scales for women within the general, clerical, and higher clerical grades, but opposing the establishment of different scales for officers engaged on particular duties, such as shorthand-typing, typing, and machine operating. His branch, he explained, considered it essential not to break the general division scale at present, but rather to press for equality between women and men.

MARGARET HAMILTON, Glasgow, assured delegates that shorthand-typists would welcome any measures likely to increase their numbers and thus to reduce late working. Conference should refer the problem to the N.E.C. for it to seek improvements, bearing in mind that shorthand-typists and machine operators rarely got a chance of the higher posts above the general division.

J. WILDING, Manchester Gas, asked why, if the N.E.C. opposed this motion, it had not opposed a similar proposal for the British Electricity Authority staff, under which a shorthand-typist at 21 got £47 more than an ordinary machine operator, and at 32, £30 more, plus extra holiday.

Miss M. TOWNSON, N.E.C., but speaking "freelance," agreed that it was unfair for girls in the electricity service to get more than girls in local government and it was illogical of the N.E.C. not to negotiate the same scales for all

For the N.E.C., J. B. McCANN opposed both motion and the amendment, explaining that, while the N.E.C. was in sympathy with the aim of the amendment, it objected to it because it was too detailed; it was the old story of laying down specific terms of reference which would embarrass the negotiators.

As to the motion, the N.E.C. considered that special grades for women would conflict fundamentally with the policy of equal pay.

The answer to the problem, Mr. McCann declared, was for branches to obtain better grading for shorthand typists and machine operators within the existing scales, and he therefore asked Conference to reject both the motion and the amendment. But this Conference refused to do and, while rejecting the amendment, insisted upon adopting the motion. In view of this decision, the following motion by Gosport, also seeking special scales for shorthand typists, typists, machine operators, with a Northants amendment excluding typists and machine operators, and one from the Southern District Committee to include the gas industry in the application, were referred to the N.E.C. and delegates adjourned for lunch.

READAPTATION OF MACHINERY

N.E.C. Outlines its Plans

Immediately after the resumption, E. L. RILEY, for the N.E.C., initiated the second major debate of Conference by moving a comprehensive motion dealing with readaptation of the Association's machinery to enable it to deal effectively with the influx of large numbers of members in the nationalised industries and services. The motion authorised the N.E.C., "having regard to the changing disposition of members and branches in the new nationalised services, in relation to present district committee boundaries" and "pending the adoption by Conference of new rules to effect reorganisation of Association machinery," to "assign members in such services to one or other of the present districts for organisational and electoral purposes; and to adapt present rules in all necessary respects to deal with the situation."

It was based on an N.E.C. statement to Conference in the following terms:

1. Conference last year approved of the proposals which your Council brought forward in paragraph 58 of the Annual Report providing for the development of consultative committees at national and regional level in the new nationalised services on a proper constitutional footing;

and authorised your Council to make consequential adjustments in the application of existing rules.

2. It was realised that these new consultative organs would have to be introduced into each service as and when the machinery of nationalisation became sufficiently settled in each case to permit of such a course, it being understood that improvised consultative groups would continue to operate until the new organs were established on a proper constitutional basis. As the Annual Report shows, it has been possible to introduce the new consultative organs in the case of the electricity service under national and district constitutions approved by your Council. It is hoped that a similar course can be taken with the gas service very shortly, and the other services will follow in their turn.

3. The consultative machinery was intended to be a permanent development in the Association's constitution and structure, but even this development still leaves at large some wider questions relating to the ultimate shape of the Association, and the character of its governing bodies. On this aspect of the matter, Conference agreed to defer a decision until 1950, being satisfied that what was being done in the meantime had been necessary to cater for service conditions work in the new spheres and, at the same time, did not prejudice the ultimate decisions to be arrived at on the wider questions.

4. Your Council has been giving consideration during the past year to these wider questions. It has not yet arrived at any final conclusion, or approved of any specific schemes. It has, however, arrived at some broad views and, although it is not under duty to submit any proposals until 1950, it feels it desirable to tell Conference in brief and general terms what these views are.

5. General Approach. Conference last year passed a resolution which expressed aversion to any reorganisation of the Association in completely new sections. This resolution was as follows:—

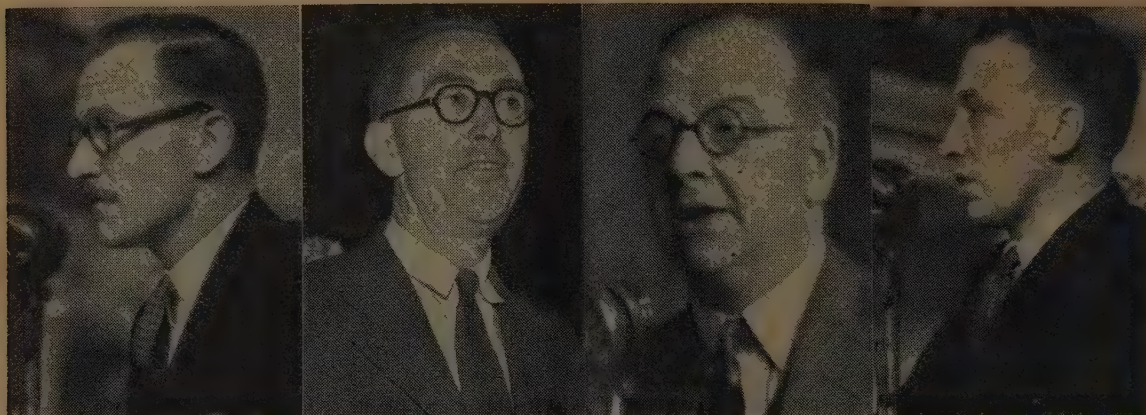
"That this Conference resolves that all matters relating to public utilities be dealt with by the National Executive Council under one head and that no completely separate sections be formed to weaken or disrupt the NALGO framework as at present constituted."

Your Council's general approach in this matter is in harmony with this resolution. It does not believe that the Association should become a sort of federation of the different sections of membership in the several spheres of employment for which the Association now caters. This is not to say that the several groups of membership should not be recognised in the Association's machinery, or that suitable group machinery should not be devised and given its appropriate place and function within a constitution which will still remain in all essentials a unitary one.



SERVICE CONDITIONS LEADERS—J. E. N. Davis, Chief Organisation Officer; J. W. Moss, Staff Side Chairman of the Local Government National Joint Council; and L. Bevan, Chairman N.E.C. Service Conditions Committee on the Conference platform.

Branches' Views to be Sought on Future Organisation



D. C. McHUGO—Municipal staffs need consultative committees

T. FERNLEY—Give sections representation on the N.E.C.

E. L. RILEY—Wait till 1950, when we have more experience.

P. ASHEN—A one-pattern coat will not fit all services

Indeed, the consultative machinery is itself an illustration of an arrangement of this kind.

6. The Place of the Branch. Your Council strongly holds the view that the basic cell of the Association's organisation should continue to be the branch. Everything depends on the efficient and orderly working of the branch (within its spheres of competent powers) for all the purposes within the scope of the Association's objectives. The continuance of branch organisation and a high degree of branch efficiency are, indeed, indispensable elements from an administrative standpoint. Your Council feels that branch organisation will, in general, have to reflect the groupings into which the membership is now assembled. It believes that this will be essential for orderly administration. It has, in fact, already issued recommendations that this principle should be observed in dealing with the redispersions of staff now in progress in the nationalised services. Your Council has also recommended that branch organisation should proceed in the direction of establishing larger units than those represented by the many small branches which have existed hitherto. The existence of many such small units might get to the point of defeating any orderly and practicable scheme. In any case, such a situation must make the Association's organs of authority larger than they need be, and its machinery more cumbersome.

At the same time, the extremely large branch, where it must continue, can also present problems, and your Council feels that every effort should be made in the branches of very large size to ensure that their internal organisation keeps the membership closely in touch with each other and with what is being done by the Association at large. In areas of scattered membership, very large branches should establish appropriate sub-branch machinery.

7. Conference. Conference is the supreme and final organ of authority in the Association, and your Council, in consonance with its general approach, feels that Conference should continue to be an assembly of branch representatives without distinction of membership grouping, and without being broken up into separate conferences for such groupings. If the essential character of Conference is to be preserved on this basis in new conditions, and Conference is still to be kept at manageable size, it is clear that a new formula for representation will be required, and satisfactory results can only be achieved if there is some understanding as to a suitable minimal size for branches.

8. The National Executive Council. The Council is the governing body of the Association, subject to any overriding directions of Conference, and your Council is firmly of the opinion that it ought not to be built up by an assembly of delegates from separate sections of the Association, but should continue to be a team of representatives in the fullest sense of the term, elected purely on a suitable territorial basis,

irrespective of which service-group a candidate may belong to, by the membership at large in the appropriate area. So formed, the Council should continue to be the body which exercises the overriding control subject to the policy approved by Conference, but your Council recognises that the machinery for each service group will play a large part in dealing with service conditions questions in the services concerned, and, while its main functions will be advisory on major questions of policy, there may well be a sphere in which the group machinery can exercise some powers of delegation.

9. District Committees. Your Council is extremely anxious to preserve in the new conditions some organ which will be the equivalent of the district committee as hitherto existing. It regards this level and type of organisation as indispensable in order to link the various sections of the Association's membership. In trying to preserve such machinery in the new conditions and also in establishing suitable electoral areas for an N.E.C. which is not a mere joint body of delegates from the service groups, an entirely new factor arises, namely, that the areas in which the staff are disposed in the groupings of membership in the new nationalised services no longer correspond with the boundaries of the district committee as hitherto known, and, indeed, vary among themselves. In other words, while it is desirable to preserve something like the district committee of today, it is no longer possible for it to function with any fixed common boundary, as in the days when the Association was catering for local government officers alone. Your Council has considered a suggestion that, both for the purpose of election to the N.E.C. and for the functioning of district committees, a new type of district area should be determined, which could not have a common boundary, but would consist of a definite content of local government and national service branches binged upon a common centre. It appears to your Council that such a scheme would be feasible, and it is in this direction that it will pursue its consideration of the type of machinery to be created at intermediate levels between the National Executive Council and the branch.

10. Further Transitional Measures. Meanwhile, your Council feels it necessary to ask Conference to pass one further resolution to cover questions which will arise in the transitional period before any scheme of reorganisation can be implemented. The shift of membership, and the dissolution of the old common district boundary, will make it essential, even for the purpose of N.E.C. elections in 1950, for membership groups to be assigned to one existing district committee area or another. Accordingly, your Council has placed a notice of motion on the Conference agenda asking for authority to make these adjustments in the assignment of membership to voting areas for the purposes of elections, until a scheme of reorganisation comes into effect. Your Council has already had to take measures of this

kind for organising purposes under its executive powers.

11. Finance. It has become obvious to your Council that, irrespective of the particular shape which the Association may take in future, the expansion of its activities and development of its machinery will call for an appreciably higher level of subscription. Your Council will be considering the recommendations which it will make in due course, but it feels it only right that it should make this general intimation at this stage.

Since this statement was prepared, Mr. Riley pointed out, national and district consultative committees had been set up for the health and gas services in addition to those set up some time ago for the electricity service.

If Conference agreed on the principle that it was necessary to adapt NALGO machinery to new circumstances, they had to decide when the change should take place. The N.E.C. considered that the problem should be deferred to the 1950 Conference. By that time they would have had nearly two years' experience of the consultative machinery for the electricity service, more than a year's experience of that for the health service, and at least a year's experience of that for gas; and by then, also, there might be more information about the nationalisation of water undertakings. Action before that information and experience was available would be premature.

Special Session Next Year

The next question was how to deal with this very important problem. The N.E.C. proposed to take three steps:

1. To establish a special committee whose members would be relieved of some of their normal committee duties, to go into the problem, and report to the 1950 Conference.
2. To devote a session to the subject at the 1950 Conference—for which purpose it might be necessary to ask that Conference be extended to three-and-a-half or four days; and
3. To seek, by questionnaire, the views of branches and districts on the future organisation of NALGO.

The motion sought for the N.E.C. authority to take interim measures until full consideration could be given to the matter, and he suggested that, in view of that consideration and the assurance that branches and districts would be consulted, the various motions and amendments dealing with re-adaptation should be withdrawn; all would be taken into account by the N.E.C.

Final Scheme to be Settled at Next Year's Conference



A. L. HODGES—Health and utility branches can stand alone

G. HEYWOOD—Splitting branches will mean loss of members

P. V. HOPE—Consult districts before transferring members

P. H. SEEL—We want cut-and-dried solution by 1950, if possible

But P. V. HOPE, Birmingham, was unwilling to withdraw the amendment in the name of his branch and the West Midland District, requiring the N.E.C. to consult the appropriate consultative committees before assigning members to particular districts for organisation and electoral purposes. The N.E.C. statement, said Mr. Hope, showed the importance rightly attached to the consultative committees, and the action of the London Electricity Consultative Committee in securing withdrawal of proposed interim grades, had demonstrated their effectiveness.

Although probably few delegates knew what its functions were, the consultative committee was the body most likely to have its finger on the pulse of the membership in each particular sphere, and was, therefore, best fitted to advise on matters affecting its constituent members. The consultative committee was the N.E.C.'s own baby, and it was inconceivable that any fond parent would take no notice of the gurglings of his child.



"... inconceivable that a fond parent would take no notice of the gurglings of his child"

H. N. SCHRADER, West Midland District, seconding, said that all who had attended the meetings of representatives of the nationalised services held during Conference week, or had experience on district consultative committees, must have been impressed by the resentment caused by the action of the N.E.C. in settling their constitutions without proper consultation with them. All recognised the importance of those committees, and nothing should be done to detract from it.

It had been said that, if the N.E.C. had to go to consultative committees over trivial matters, such as moving a branch from one district to another, the process would cause great delay. But such matters were not trivial to the members concerned (*hear, hear*).

In this matter, NALGO was at the crossroads, and unless they were very careful, there would be trouble ahead (*cheers*).

Opposing the amendment for the N.E.C., H. R. JONES denied Mr. Schrader's allegation that there had been no consultation. As long ago as January, 1948, on the instructions of the N.E.C., the general secretary had sent to all district committees a general plan suggesting the outline constitution of the consultative committees. He had asked for, and had received, the views of the West Midland district committee.

"N.E.C. Moving too Hastily"

P. ASHEN, Birmingham, supporting the amendment, said that there was confusion of thought on this subject, because it was a confused subject. Though he was himself chairman of a consultative committee in the West Midlands, and had given much consideration to the problem, he could see no conclusion at present. The N.E.C. was moving too hastily and was trying to make a one-pattern coat for every public utility service that had been nationalised (*hear, hear*). What was right for a service nationalised two years ago was not necessarily right for a service just nationalised or about to be nationalised.

He did not want to see a split between the electricity members and the main body of the Association, but at conferences of public utilities members he had noticed differences of opinion between those who sat on the N.E.C. and issued theoretical plans and those who had to do the job for their bread and butter. Difficulties would arise if this constitution were forced upon the public utilities without that spirit of give-and-take which was essential during the next two or three years when they would be finding their own level.

"I am fully convinced," Mr. Ashen concluded, "that in twelve months or two years, the public utilities groups will come to hold the point of view of the N.E.C. wholeheartedly, but they must be given time. In these formative days you must be tolerant and give them the opportunity of having their grumbles. It makes all the difference if there is an opportunity for consultation before these things are forced upon them" (*cheers*).

But it was evident that utility service members were not of one mind, and the next speaker, A. S. BUTCHER, Northmet Electricity, opposed the amendment while supporting the motion. Experience in the electricity undertakings had proved, he suggested, that those concerned had had a fair say about the constitution and that the N.E.C. and the district committees had never interfered on any basic

issue. To require the N.E.C. to go to the consultative committees on every little item would cause delay. There were ample means of expressing opinions and getting views put forward at national level.

Opposing this view, F. H. COLE, Leamington and Warwick Gas, said that many members both in the nationalised industries and in the local government branches strongly objected to the proposed constitution for consultative committees and the suggested amalgamation of small branches. To fix the minimum size of a branch at 250 would mean the isolation of many members and make it impossible for them to be represented on district consultative committees—and representation was the only satisfactory way of making known the views of those small groups who made up a considerable proportion of the membership of NALGO. In the gas industry, they were being urged to recruit more members, but they would be greatly handicapped if this proposed constitution was approved. He appealed to the small local government branches to oppose the N.E.C. proposals (*cheers*).

Support for the N.E.C. came from another electricity representative, P. H. SEEL, Southern Electricity No. 1, who agreed that the electricity consultative committees had been working well. Adoption of the amendment would commit the N.E.C. to consultation with the consultative committees about every little matter. They wanted a cut-and-dried solution by 1950, if possible—but that would be impossible if the N.E.C. were tied in the way suggested (*hear, hear*).

Replying to the debate, Mr. Riley said that



"... the N.E.C. was moving too hastily.

the N.E.C. was desperately keen to maintain the main structure of NALGO and, at the same time, to give recognition to the natural aspirations of all those in the nationalised services. All it asked in the motion was authority to tide things over until 1950, when Conference would have to give much time to future organisation. Nothing in the motion

A Single Association—or a Federation of Sections?

would take away from any consultative committee what it already had.

The main problem was that the electricity boundaries were not the same as the gas boundaries, and had no relation to local government boundaries. The position was awkward, and it might be necessary to re-draw some district committee boundaries; but that

in the circumstances and conditions of one would react upon the other (*cheers*).

Opposing, T. FERNLEY, Manchester Gas, declared that separate and autonomous sections already existed and were making decisions which never went before the N.E.C. "We must face the fact," he told Conference, "that, today, in practice, NALGO is divided into electricity, gas, public health, and local government sections. We have to consider how to bind these bodies together into an integrated whole which can work out a common will. I warn Conference of the great danger that is likely to face the Association if there is an intolerant attitude of saying: 'Thus far and no farther.'"

The N.E.C. itself had done much to create separate autonomous sections. Through the national and local consultative committees it had set up, it was compelling gas and electricity members to go into separate branches.

"Want Equal Partnership"

"You have set up these autonomous bodies," Mr. Fernley emphasised, "and you have made them capable of living by themselves. In a federal body such as NALGO, the only method of linking them together finally and indissolubly is by direct representation on the N.E.C. at the top. We have heard talk about all being equal partners, but I shall not feel that we are until the autonomous bodies have direct access to the N.E.C. and march shoulder to shoulder with the rest of their fellow members of NALGO. If you say we can have autonomous bodies but not a federal Association, sooner or later dissatisfied elements may say: 'We are excluded from full powers in this organisation; let us go elsewhere.'" In opposing the motion, he had no ulterior motives. He did not want to wangle sectional representation on the N.E.C. so that he might place bombs under the chairs of Messrs. Riley and Young! (*laughter*).

A. L. HODGES, South Western Electricity Board, also opposing the motion, complained that consultative committees had been made virtually subservient to district committees. Was it necessary for their resolutions, to go before the district committees for adoption?



"... bombs under the chairs of Messrs. Riley and Young."

Did a predominantly local government body automatically appreciate the finer points that arose in a public utility? NALGO should admit that electricity, gas, health, and transport branches were big enough to stand on their own feet.

C. A. STANSBURY, Walsall and District, urged the need to change the method of election to and the work of the N.E.C. It was too unwieldy. "At our last district committee meeting," he said, "one of our N.E.C. representatives exhibited the agenda papers for the previous N.E.C. meeting; they looked like two full novels. It is impossible for the N.E.C. to give proper consideration to all these matters, and there is a danger that members

will pay more attention to matters affecting their own services than to the services as a whole."

He was fully behind the President in his appeal for unity—but they had no unity on salaries today. There were two separate bodies dealing with chief officers' salaries, with no NALGO representative on one and only two NALGO representatives out of 13 sectional officers on the other. Conference had already heard of the discontent of the technical



Interested delegates studying the Conference display of 180 branch magazines.

officers over the delay in fixing their salary scales, and there was a serious risk that they might form their own unions in an attempt to deal with their salaries and conditions.

Functional Councils Better?

In one of his more romantic moments the previous day, Mr. Riley had described NALGO as a militant trade union. But Mr. Stansbury thought they were more likely to get militancy from a group of functional councils. An example was the *ad hoc* committee set up last July to deal with hospital secretaries' salaries: by January, it had completely revised the existing scales and obtained increases of up to £170 a year—while LOCAL GOVERNMENT SERVICE had said that the staff side had only agreed to this as an interim measure on the understanding that it could go back and ask for more if necessary. That was the sort of militancy members expected from the N.E.C.—but, at present, it was so cluttered up with work that it had no time for all these matters.

Mr. Riley had been right to ask that all the motions on this subject should be referred to the N.E.C. and that a scheme be prepared—but the scheme should be sent out and the comments of branches invited well before next year's Conference, so that, if necessary, the N.E.C. could redraft it, and submit to Conference a set of approved proposals (*hear, hear*).

W. MORRIS, Sheffield, feared that some members were in danger of subordinating NALGO to their sectional interests (*hear, hear*). "I am not concerned with district committees or the N.E.C.," Mr. Morris said. "I am concerned with branch life. What does the local member want? He wants his salaries and service conditions safeguarded. For that purpose, satisfactory arrangements are being made throughout all the services. He also wants sports, education, dramatic societies, dances, and so on—community and cultural interests. The fact that a member has transferred to a nationalised service does not upset that need."

In Sheffield, the electricity people had broken away and formed a new branch. Although a fair sum of money had been provided for them, they had to buy typewriters and other equipment which had made the split uneconomic. The health service members had been more sensible—they had set up a division inside the branch (*cheers*). It dealt with its own salaries and service conditions, but in the remaining NALGO activities it joined with the branch.

BEST BRANCH MAGS

Results of the Branch Magazine Competition, 1948, announced at a meeting of branch editors held in the Music Hall, Aberdeen, on June 12, were as follows:

Class A—Printed Magazines

First—CAMERA PRINCIPII, Coventry branch, edited by John A. Yates.
Second—GUILDMAN, Birmingham branch, edited by D. T. Veall.

Class B—Duplicated Magazines

First—INTERNAL GOSSIP, Farnham branch, edited by A. D. Sutton.
Second—CALLING CROYDON, Croydon branch, edited by L. J. A. Moir.

Each branch was awarded a certificate of merit, bearing a symbol which, to perpetuate the honour of the award, may be incorporated in the cover design or title page of its magazine.

Editors received book token prizes to the value of one guinea.

Separate awards for the best new magazines first published since September, 1948, went to:
Printed: POINTS WEST, London Electricity (Western) branch, edited by E. R. Chesney.
Duplicated: INTERNAL GOSSIP—which also won first prize in the main competition.

Fourteen printed magazines and twenty-nine duplicated magazines were entered for the competition.

would be decided by Conference when the whole matter was before it. If the N.E.C. had to consult scores of committees all over the country, it would entail endless delay, and make speedy action impossible (*cheers*).

Conference, recognising the force of these arguments, rejected the amendment and adopted the motion.

Dangers of Sectional Autonomy

T. JONES, South Wales and Monmouthshire District, followed with a motion inviting Conference, whilst "appreciating the special problems of the staffs of the nationalised services" to consider that "to set up separate autonomous organisations representing separate sectional interests within the Association, thereby destroying its all-embracing character, would not be in the best interests of the members of the Association as a whole."

There was, said Mr. Jones, a trend among some members in the nationalised services towards setting up parallel organisations. That was dangerous to local government members and to those in the nationalised services alike (*hear, hear*). The organisation built up over the years and the tremendous experience gained were proving of value to members in the nationalised services, and the local government Charter was proving a solid foundation upon which to build new and even better conditions for them. They already enjoyed a large measure of autonomy on service conditions, but general policy must be dealt with by Conference and by a single N.E.C. (*hear, hear*).

What happened in one section, whether it involved raising or lowering standards, must have repercussions on other sections. Should economic conditions give the opportunity for an attack on standards, no one section would escape: "the more united we are, the better we shall be able to prevent injustice and discrimination" (*cheers*).

Seconding, D. C. BENSON, South Wales Power, warned that any split in or attempt to break up NALGO could only weaken its strength when it was facing a "thin" time. There might be need to adapt the machinery to meet changing conditions, but the way was not by starting separate organisations. All the services were interdependent: any change

Fire Service Claim: Provincial "Weighting" for All

G. DIXON, North Western and North Wales District, stressed another danger of starting autonomous sections—that members in the nationalised services might be deprived of something of the NALGO spirit, gained as a result of long experience (*hear, hear*). Everything which it was sought to obtain through an autonomous branch could be obtained, he contended, through a sub-branch backed by the major body.

G. HEYWOOD, Leeds, told Conference that in his branch—one of the largest in Yorkshire—the electricity and hospital service members had split off, causing the branch a heavy financial loss. As a member of a department which would shortly be nationalised, he warned the N.E.C. that, if it advised the setting up of a separate branch, the members concerned would go to the strongest organisation—and that would not then be NALGO. Everything sought in a separate body could be obtained through the parent body. There was no reason why the different services should not stay together and present a united front, whether to the local authority, the electricity authority, the hospital authority, or the transport authority.

"Separation" Rejected

A. SPROUL, Glasgow, while satisfied with the present consultative machinery, agreed with Mr. Fernley that difficulties arose at N.E.C. level. It was right that the N.E.C. should control overall policy for all the services—but that did not mean that it must continue in its present pattern.

D. C. McHUGO, London Electricity—Western, thought that the debate had revealed some misunderstanding of the reason and purpose of the consultative committees, and believed that the N.E.C. was grateful for the useful and helpful assistance it had received from them. The London Electricity Consultative Committee had done valuable work and had saved much time for the members of the local government service who had attended the Metropolitan district committee. "Conference need have no fear in rejecting the motion," Mr. McHugo declared. "Indeed, I recommend members to set up similar consultative committees for the local government service."

At this stage, delegates indicated that they had heard enough and supported a motion from the floor that the question be put. The President thereupon put the South Wales motion, which was carried. In view of the earlier adoption of the N.E.C. motion on policy, sponsors of the following five motions and five amendments, all dealing with Association organisation, agreed to their withdrawal.

CIVILIANS IN FIRE SERVICE

Call for Uniform Grading

From this weighty discussion of major policy, delegates turned to the problems of the fire service with a motion, moved by R. E. Brooks, Bedford County, and opposed by the N.E.C., calling for pressure on the National Joint Council to establish uniformity of grading of civilian staffs employed in the fire service departments, with salaries keyed as closely as possible with the remuneration formerly received for equivalent responsibilities in the National Fire Service.

During the war, said Mr. Brooks, all members of the N.F.S., whether operational or not, were employed under one scheme of service conditions. In 1948, when control of the fire services was transferred to county boroughs and county councils, the staffs were given verbal assurances that they would be given similar appointments to those they held in the N.F.S. But, later, the associations of local authorities intervened, and the position was entirely

altered. The administrative staff were given no guarantee against loss on transfer and, owing to the delay of local authorities in fixing their establishments, many did not know whether there would be jobs for them. As a result, there was a mad scramble for whatever posts were available, and many suffered considerable loss.

By contrast, the whole of the operational staff were transferred with their conditions and pay intact, any who could not be found a post equivalent to that he held in the N.F.S. being given compensation under rules made under the Act. In addition to this unjustified difference of treatment, anomalies had arisen between operational and administrative staffs and within the administrative staff.



"... a mad scramble for posts ..."

His branch considered that the problem could be remedied only by action at national level. First, it must be decided whether the staffs concerned were local government officers; if they were, they should be graded on Charter scales or such other scales as might be agreed by the N.J.C. Secondly, they should establish the principle that there should be no loss on the transfer.

"Not a Special Class"

But that the problem was not so simple as the mover had suggested was shown by A. E. KAY, Essex County, who, speaking as a former N.F.S. administrative officer, opposed the motion. No fire brigade in the country today, he declared roundly, had the responsibilities of any N.F.S. unit. It was impossible to compare the peace-time brigade with the organisation created to deal with enemy action.

It had never been suggested that the capable administrative staffs of the public utility services be paid salaries similar to those of the technical officers; nor that the salaries of electricity staffs should be in accordance with the agreements for engineers—and the same principle applied to the fire service. "These people," Mr. Kay concluded, "are nothing more than clerical and administrative workers, the same as we have in the local government service."

For the N.E.C., E. C. R. CHINN congratulated Mr. Kay on having so lucidly put the Council's case against the motion. The N.E.C. did not consider that these officers formed a special class which should receive special consideration: they were mostly civilian and clerical officers and thus fell within the ambit of the miscellaneous division.

Mr. Brooks, replying to the discussion, agreed that it was difficult to draw a comparison between the set-up in the N.F.S. and that in the local brigades. But the motion was widely phrased, recommending merely that salaries of officers concerned should be keyed as closely as possible with those formerly received in the N.F.S. for equivalent responsibilities. If Conference did not support that principle, it would expose itself to the charge of being willing to have the job done at a lower rate (*cheers*).

But even this plea did not convince delegates and the motion was rejected.

No such difficulty attended a Lancashire County motion, accepted by the N.E.C. and calling for amendment of paragraphs 15 and 39 of the Charter (dealing with discipline and appeals) to allow of an aggrieved person taking his appeal, where there was loss of employment, salary, or status, to the appeals committee of the appropriate provincial council. Conference agreed without debate.

WARNING ON "WEIGHTING"

Employers Will Resist

There followed a discussion on provincial weighting, initiated on a Leeds motion, thanking the N.E.C. for its efforts to secure provincial weighting during the past year, and reiterating support for the principle "which would remedy an injustice to many thousands of local government officers." To this, the Leeds Hospitals branch had submitted an amendment deleting the words "local government" and thus extending the motion to cover all members, and Miss D. HUMPHREYS, mover of the motion, accepted the amendment. The motion, she explained, was "an unaccustomed pat on the back for the N.E.C. for its past efforts and a gentle reminder that we do not intend that provincial weighting should be relegated to the pigeon-hole."

For the N.E.C., J. W. MOSS expressed thanks to Leeds for "an encouraging crumb of comfort." But, while gladly accepting the motion as amended, he hoped that Conference would be under no illusion about the difficulties. The employers had given no encouragement, and would not willingly grant concessions. The principle would have to be forced upon them, and the N.E.C. would do its share of the forcing. A little reminder from provincial councils to the National Joint Council would help.

Since they wanted provincial weighting for officers in all services, Mr. Moss also urged those on other Whitley councils to press for it. But the time for pressure must be carefully chosen. The N.E.C. would not do anything that might react to the detriment of members in the Metropolitan area, whose special position must be protected (*hear, hear*).

Conference adopted the motion as amended, and, in view of the discussion, similar motions by Birmingham and Manchester were withdrawn. But Coventry refused to withdraw its



A. E. Kay

R. E. Brooks

motion, opposed by the N.E.C., demanding that branches should themselves be allowed to negotiate local weighting in their own areas. Moving this, J. BESSERMAN argued that it was the answer to Mr. Moss's request for help from the localities. Were branches allowed to do what they could to secure local weighting, any success could only result in an improvement in local conditions, to the benefit of the Association.

But Mr. Moss firmly rejected this argument, emphasising that to allow branches to negotiate independently for local weighting was

No Postponement of Entrance or Promotion Examinations



L. R. Spicer

T. C. Barton

R. Adams

T. F. Harding

contrary to the spirit of Whitleyism and must be opposed. In this, Conference supported him, rejecting the motion by an overwhelming majority.

"DELAY ENTRANCE TEST"

Effect of New Certificate

From weighting, delegates turned to the vexed question of examinations, first on an Essex motion, opposed by the N.E.C., calling for deferment of both the entrance and promotion examinations until the probable effect of the General Education Certificate, to be introduced in 1951, had been ascertained. Moving this, L. R. SPICER reminded Conference that the school and higher school certificate examinations were to be discontinued in 1951 and replaced by a general certificate examination with all subjects optional and papers at three levels—ordinary, advanced, and scholarship. This examination would be accepted for entry to the universities and professions.

In its proposals for a junior entrance examination, the Local Government Examinations Board had insisted that there should be no exemptions. Whilst appreciating the dangers of allowing exemptions, Mr. Spicer doubted whether so rigid an attitude was good policy, or whether they would attract recruits to the service if they said to every boy or girl who had passed the school examination: "Your general certificate entitles you to enter the universities or the professions, but you cannot come into the local government service until you have passed another examination set by us."

Competition to enter the service was not so great that it was necessary to sort out the candidates by examination: in fact, most local authorities were glad to get hold of any recruits with a modicum of common sense and ability.

Essex suggested delaying the entrance examination until the new school examination was in operation. Further, since the entrance examination and the promotion examination would need to be related to one another and to the school examination, it would be better to await the school examination before re-introducing the promotion examination (*hear, hear*).

"Would Handicap Staff Side"

For the N.E.C., N. W. BINGHAM firmly resisted these suggestions. Both the entrance examination and the promotion examination, he reminded Conference, were conditions of the Charter, which the Association had accepted and which it could modify only by joint negotiation, not by one-sided repudiation. The N.E.C. had already gone a long way in trying to limit the effect of the promotion examination condition, he pointed out. It had secured exemption for officers with more than 15 years' service or over 35, and it had secured postponement of the application of the condition until the end of this year. It

had asked for more modifications, but those were all the employers would agree to.

"I want to issue a serious warning," Mr. Bingham declared. "The employers have formed a general impression, possibly as a result of our efforts to get the modifications, that NALGO was not sincere in subscribing to the examination conditions of the Charter, that it was out for all it could get out of the Charter, and that it is now trying to wriggle out of the obligation to ensure that there is a competent and qualified service. If we do anything to increase that impression, we shall be handicapping the staff side of the National Joint Council very seriously in its dealings with the employers' side on other provisions of the Charter (*hear, hear*).

"It might well be," Mr. Bingham added, "that when the entrance examination is put into operation, there will not be enough recruits to the service of the standard it requires. But if that happens, why should we be sorry? That is the employers' problem. If, as a result of that examination, it becomes



"... glad to get hold of any recruits ..."

obvious that our salaries and standards of service conditions do not attract a sufficient number of entrants, surely that will be one of the finest bargaining weapons we could have for the raising of salaries. Why should we seek to delay that fact becoming clear to the employers?" (*cheers*).

Fully recognising the force of this argument, Conference rejected the motion.

Next, T. F. HARDING, North Northants, moved a motion in the name of his branch and St. Marylebone which, with N.E.C. approval, called for representations urging acceptance of the intermediate examinations of recognised professional institutes as an alternative to the promotion examination.

Acceptance of intermediates, said Mr. Harding, would remedy an injustice to those members who were preparing for professional

examinations. The intermediate examinations required at least as much hard work, natural ability, and experience as did the promotion examination, and had at least the same standing in the eyes of the public and members. The removal of this injustice would assist some members to climb out of the general division—"a pretty awful place"—and they should give every encouragement to those with the acumen to escape from it.

To this, T. C. BARTON, Manchester, moved an amendment seeking to extend the alternatives to the intermediate examinations of universities and, where there was no intermediate, to half the final examination. Manchester had no idea, Mr. Barton assured Conference, of trying to run away from the obligations of the Charter; all it sought was to put those obligations in their true perspective. The promotion examination had one purpose only—to show whether an officer had the ability and qualifications to get out of the general division—and surely a university degree was not necessary for that! The intermediate examinations should be sufficient, since their standard compared generally with that of the promotion examination. But many of the professional examinations had no intermediate, preferring to have the final taken in several parts, and it should be sufficient qualification for promotion to have completed half of those.

R. ADAMS, Wimbledon, seconded, reminded delegates that the 1935 Hadow Report on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers had suggested that such qualifications as the Diploma of Public Administration were of far too high a standard for universal application, and had recommended, as the passport to promotion, either the first part of a recognised technical examination or an administrative examination.

Some Intermediates May be Accepted

For the N.E.C., A. E. ODELL supported the motion, but opposed the amendment. The N.E.C., he said, had already agreed to press for acceptance of intermediates of certain examinations as alternatives to the promotion examination.

"I believe," he added, "that there is a substantial measure of support for that principle, but it will be no easy task to secure agreement from the Examinations Board. However, some measure of success has been achieved, and it is possible that the intermediates of one or two important professional examinations will be accepted" (*cheers*).

Conference rejected the amendment and adopted the motion.

Delegates having agreed to consider it, D. P. THOMAS, Carmarthen County, moved an emergency motion, not on the agenda, asking the N.E.C. to explore the possibility of securing exemption from the promotion examination of members disabled as a result of war service in the Armed Forces, subject to an affirmation of the officer's competency and the production of medical testimony certifying his or her inability to embark upon the necessary course of study. Mr. Thomas explained that he had in mind particularly those suffering from various forms of neurosis. Conference agreed, adopting the motion without further debate.

Two Increments on Passing?

Then T. C. BARTON, Manchester, returned to the microphone with a motion instructing the N.E.C. to seek an amendment of the Charter to secure that the passing of the promotion examination or an accepted alternative would entitle an officer to two increments in the age scale of the general division, these increments to be retained until he reached the maximum or was promoted.

OUR ARTIST

All the sketches illustrating this Conference report are the work of R. E. FORREST, former secretary of the Barnes branch, and editor of its magazine.

Appeal for Overtime for the "Over £495's" Rejected

The main reason for the unpopularity of the promotion examination, said Mr. Barton, was the lack of incentive to take it. The officer who passed the examination at 22 and for whom there was no vacancy in a higher grade, might have to wait until he was 32 before securing promotion. Although he was qualified, had used his brains, and was a better officer, he drew the same salary during that ten-year wait as the man who never took the examination. This caused dissatisfaction. The remedy was to give an incentive—and the only form of incentive that appealed to anyone was L.S.D. Unless such an incentive were given, the service would fail to get junior entrants (*cheers*).

Seconding, R. RILEY, Manchester, found himself facing an impatient Conference, signalling its unwillingness to listen by a gentle stamping of feet. But he had a remedy. "If you stamp at me, I'll stamp back," he cried—and I may even scream!" In the silence that followed this ominous threat, Mr. Riley said that, today, juniors found more promising outlets in the professional and technical departments, with the result that the purely administrative departments had difficulty in recruiting. The incentive suggested in the motion would help to develop a professional administrative class.

For the N.E.C., R. E. HERON sympathised with some of the objects of the motion, but warned that there were complications calling for consideration. He therefore asked Conference to refer it to the N.E.C. for examination and report. But Conference favoured action, and adopted the motion.

Monetary Grant as Well?

On similar lines was a North Riding motion, moved by J. M. NICHOLSON, instructing the N.E.C. to press for amendment of paragraph 10 of the Charter to provide for the payment of a monetary grant to officers passing the promotion examination. It had been recognised nationally, said Mr. Nicholson, that the ordinary man wanted an incentive immediately, not in the far-distant future; therefore, the man who passed the promotion examination



J. T. Vickerman

J. A. Packer



W. Pitt-Steele

R. F. Howard

decided to put the N.E.C. "in the cart," and it had done that by carrying the Manchester motion asking for two increments for everybody passing the promotion examination. The North Riding motion was on the same general lines. Of the Kent amendment, he said: "Up to now we have taken the view that the word 'should' means 'should' and that all good authorities should do it. But by a process of case law we have already got enough cases to prove that it should be 'shall' and not 'should'—which probably sounds about as clear to you as it does to me" (*laughter*).

He asked the Conference to leave it to the N.E.C. to do the best it could. If the objective of the motion were made a first priority, it would involve a long argument with the employers to the detriment of more urgent matters. Conference agreed to this suggestion, on the understanding that the N.E.C. would do its best to get a monetary grant in addition to the two increments, and adjourned until Thursday.

ARCHITECTS' EXAMINATION

"Appropriate to Service"

Next morning, almost basking in a temperature eight degrees warmer, delegates posed smilingly for a photograph; heartily approved a motion by I. L. ROBERTS, Whitefield, to send a message of sympathy and goodwill to A. F. HUTT, N.E.C., news of whose admission to hospital had just been received; and, in response to an anxious reminder from the floor that only five and a half hours remained before the induction of the new President was due to begin, turned purposefully to the agenda.

Still on education, D. R. LARMOUR, Brigg and District, opened with his branch's request that the examinations of the Incorporated Association of Architects and Surveyors be recognised as being appropriate to the local government service. In justification, Mr. Larmour explained with the fluency of a practised salesman that the Association had been in existence for more than a quarter of a century, was firmly established, enjoyed a high reputation, compared favourably with other bodies whose examinations were already recognised, and was on cordial terms with the Royal Institute of British Architects and the Royal Institution of Chartered Surveyors.

More cautious, R. J. HOLMAN, Tottenham, suggested that the proposal be referred to the Examinations Board which alone, he thought, was able to judge the standard of the examination, and A. E. ODELL, for the N.E.C., underlined this suggestion—whereupon Mr. Larmour, sensing that both platform and floor were against him, withdrew the motion.

A more favourable reception was given to a Crayford motion, moved by V. E. TOOBY, urging the N.E.C. to stress the need for local authorities to assist and encourage their officers to embark on post-entry training, in view of the high standard of service desired, the specialised

nature of professional qualifications, and the lack of facilities for study. Conference agreed.

There followed a Kent motion demanding that the "ceiling" for overtime payments be raised from £495 to £760. Moving this, R. F. HOWARD contended that many officers in this salary range had to give up an increasing number of hours attending evening meetings. In no other profession was so much overtime demanded without adequate compensation (*hear, hear*).

Employers' Opposition

J. T. VICKERMAN, Shipley, followed with an amendment seeking to extend overtime payment to all officers within the purview of the local government N.J.C., including officers attending evening meetings and others working abnormally long hours in accordance with their conditions of employment, except where equivalent time off was accepted in lieu.

Opposing for the N.E.C., W. PITT STEELE, told Conference that the inclusion in the Charter of overtime pay for certain classes had caused the most bitter struggle of the whole of the negotiations. The same difficulty had been met more recently in the electricity field, where the staff side had had to give way to the extent that overtime was granted only to those receiving up to £385. The employers' view was that men responsible for ordering overtime to be worked should not themselves receive overtime payment.

Before imposing a task on the N.E.C., delegates should ask themselves: "Would we have a reasonable chance of getting this through our local joint committee?" Did they really think that the N.E.C. could get overtime for those receiving up to £1,000?

Exclusions Resented

Conference rejected the amendment, whereupon J. A. PACKER, Brighton, followed with another to add to the motion the words "for all officers." At present, he explained, the Charter denied overtime payment to chief officers, their deputies, and "other comparable officers" whatever their salaries, and were the motion adopted they would still be excluded: Brighton wanted to remedy that injustice. But Conference, convinced by the N.E.C. argument, rejected both this amendment and the Kent motion.

Next to the rostrum came J. G. TODD, Southport, with a motion seeking inclusion in the Charter of a provision for both sickness payment and compensatory leave for an officer absent through sickness on a statutory or general national holiday. Southport had in mind, Mr. Todd explained, transport inspectors and others whose duties normally required them to work on national holidays. Such men were given days in lieu of holidays worked, but if they were sick on a holiday they lost the day off in lieu.

But G. R. ASHTON, N.E.C., had no patience with such a claim. The staff side, he said, had many important and serious issues to deal



"If you stamp at me, I'll stamp back . . ."

could get a grant equivalent to those given in respect of the professional examinations.

C. J. WATERS, Kent County, moved an amendment designed to make the payment of the proposed grant obligatory, not permissive. Many employers, he complained, had taken advantage of the loophole provided by the fact that the Charter merely said examination successes "should" be recognised by grant, and had been niggardly in making grants. Officers put to the expense of study needed encouragement and, since success in the promotion examination did not bring automatic grading, the grants could be regarded as mere recompense for the delay (*cheers*).

For the N.E.C., E. L. RILEY remarked ruefully that every now and again Conference

Better Leave Scale: Opposition to Employment After 6:

with, and ought not to be hindered by such a "niggling" matter. The Charter gave to most officers the right to six months' full pay when sick—a great advance on old conditions. "I think you will agree," Mr. Ashton added, "that if all other points of the Charter were as good as the sickness conditions, we should have little to grumble at" (*hear, hear*). Conference did agree, decisively rejecting the motion.

A kinder fate awaited the motion of H. V. FULLER, Harrow, instructing the N.E.C. to press for revision of the Charter to provide for the grant of additional leave on statutory and general national holidays. This was accepted by the N.E.C. and Conference after barely a dozen words of discussion.

In view of the statement in the Annual Report that the N.E.C. was pressing for an improved leave scale, in addition to nine days in respect of general and public holidays, Walthamstow and Derbyshire branches withdrew two further motions: the former seeking such revision, and the latter urging the inclusion of customary local holidays in addition to general national holidays. Before withdrawing, however, E. A. SWANN, Derbyshire, asked what the "nine days in respect of general and public holidays" meant. Today, he explained, local joint committees rarely granted more than six days for such holidays, although, before the Charter, many officers had had nine or even twelve.

Replying, J. W. MOSS, N.E.C., said that the N.E.C. was pressing for nine days' general and statutory holidays, as against six which, at present, was all the Charter allowed. But if they got the nine days, they could not expect to have local holidays in addition.

REVISION OF ESTABLISHMENTS Army Practice as Model?

J. A. YATES, Coventry, moved his branch's motion commending for N.E.C. review "the compulsory revision of establishments to provide a minimum ratio of higher grade posts proportional to total staff employed." This meant, Mr. Yates explained, the creation of establishments akin to those of the Army, with a given proportion of officers to rankers (*laughter*). This would prevent some local

and an Ealing amendment seeking immediate printing and circulation of any subsequent amendments. All three were approved without discussion.

Equally successful was a South Western District motion, accepted by the N.E.C., urging representations to the National Joint Council for the adoption of uniform periods of notice to terminate appointments.

"Miscellaneous" Classes' Plight

Next, delegates listened sympathetically as W. SHEPHERD, Aberdeen, fought the cause of the "miscellaneous classes" in Scotland. His motion urged the N.E.C. to seek the abolition of these classes, so that members now graded miscellaneous might be included in and enjoy the full benefits of the Scottish Charter. At present, he said, they had only one grade of £280 to £320, with no age limit—there were many well over 52 who were not yet at the top of the grade.

For the N.E.C., L. BEVAN expressed strong sympathy with the plea, but urged that Scotland should not take action at variance with that taken in England and Wales. He persuaded Conference to refer the motion to the N.E.C., so that it might consult the Scottish District Committee and secure uniformity.

Delegates approved, without debate, an Edinburgh motion, accepted by the N.E.C. and moved by I. V. WARNER, expressing the view that the time had come for a complete revision of the Charter and its replacement by one based substantially on that operating in the civil service.

A loud cheer greeted the announcement by Coventry branch that it wished to withdraw its motion seeking amendment of a 1921 resolution of the N.E.C. governing strike action. The N.E.C. resolution prescribed that, if strike action were proposed by a branch, 90 per cent. of the staff must vote in favour before the dispute could be reported for consideration by the district committee and the N.E.C. In its motion, Coventry had asked for affirmation of the principle of this resolution, but reduction of the minimum vote required from 90 to 66½ per cent. of the membership.

OVER-AGE WORKERS

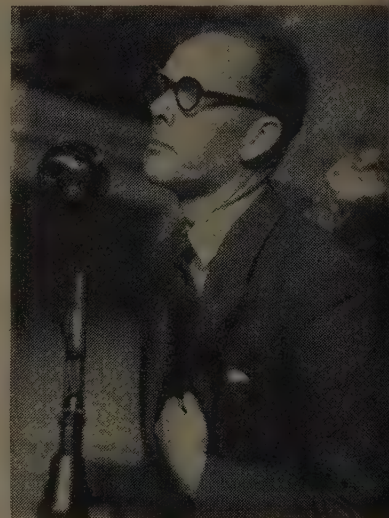
"Barrier to Promotion"

So far, spurred by the increasing sense of last-day urgency, Conference had been content to adopt or reject motions and amendments at the bidding of the N.E.C., and virtually without debate. But the next item brought the first clash of the day. It was a motion, ably argued by H. CHARLTON, Bolton, calling for non-reception of paragraph 79 of the Annual Report, in which the N.E.C. in response to the Government's appeal, through the Ministry of Labour, for retention in employment of elderly workers still able to work, announced its agreement to the re-engagement on a year-to-year basis of officers eligible for superannuation, subject to annual review by local joint committees and efforts to ensure that the promotion prospects of younger men were not prejudiced.

"This decision," declared Mr. Charlton, "represents a regrettable and retrograde step. We had a long fight for superannuation, and it was always understood that we were not only seeking to secure the pension rights of officers, but also to accelerate the promotion prospects of the younger officers (*hear, hear*). It would be impossible to give effect to the intentions of the Ministry without a detrimental effect upon officers' chances of promotion, and this detrimental effect cannot be avoided, as the N.E.C. suggests, by discussions in local joint committees."

The Superannuation Acts already make provision for the re-engagement of officers local authorities, he pointed out, and that matter ought to be left there. NALGO should not agree to any modification of policy which would induce the officer of to continue in the service (*cheers*).

For the N.E.C., J. W. MOSS agreed that a paragraph in the Annual Report might open to criticism—perhaps "a little bit careless drafting" had caused some misunderstanding (*cries of "No" and laughter*). Wh it was intended to say was that "individu



H. Charlton

officers should retire on superannuation where eligible to do so, and if they are re-engaged under the terms of the 1937 Act, they should only be re-engaged by employing authorities from year to year." Had that been said, this misunderstanding would have been removed.

But delegates, whose objections to the paragraph went too deep to be met by a change of drafting, were now thoroughly suspicious, and loudly objected to the revised wording, where upon Mr. Moss, smiling hugely, retorted: "Whether you accept my word or not, that is what we shall have to report if you refer the paragraph back to us."

Gasping at such frankness, delegates might have shown their resentment but for the President's timely intervention with: "Mr. Moss is trying to correct the paragraph now. I gather that your feeling is that you would like him to have it back and correct it properly." It was. With Mr. Moss still beaming, Conference declined to receive the paragraph.

ELECTRICITY STAFFS' CLAIMS

"Improve on the Charter"

For the next half hour electricity members took the floor. First came F. L. BUSBRIDGE, Rochester Electricity, inviting Conference to view "with apprehension" the alleged tendency of the N.E.C. to base its claims for the nationalised industries on the Charter, and instructing it to use an improvement on the most advantageous conditions contained in agreement already existing in these industries before nationalisation as a basis for future negotiations.

This motion, Mr. Busbridge explained, was a reply to certain unions which alleged that NALGO could not go beyond the Charter in negotiating salaries for public utility staff because, if it did, it would have all the loca



"... a given proportion of officers to rankers..."

authorities from getting cheap labour by employing too high a proportion of general grade officers.

Opposing for the N.E.C., T. D. BRADFORD contented himself with the observation that it could see neither beauty nor usefulness in the motion. Neither, it seemed, did Conference.

But delegates saw much usefulness, if not beauty, in the next two motions and amendment. These were a request from Nottingham for revision of the Charter to make its conditions more specific; a West Midland District and Coventry call for the printing of an up-to-date version of the Charter this year;

N.E.C. Must Consult Electricity Branches on Wages Policy

government members yapping at its heels for similar improvements. The answer was to say that the Association was determined to improve upon the best conditions at present obtaining in the nationalised industries. That alone, it could use the improved conditions thus established as a stepping stone to better conditions for its local government members.

Opposing for the N.E.C., L. W. G. LETHERINGTON reminded delegates that the general standard of service conditions among the former companies' staffs was considerably below Charter standards in both electricity and gas. They could never have obtained what they had in the electricity field without the Charter, which had been used as a bulwark and a standard upon which to work—although, in certain respects, they had improved upon it and would continue to improve upon it wherever they could (*cheers*).

NO OVERTIME CHANGES Restrictions to Remain

Satisfied with this affirmation from an electricity representative on the Council, Conference rejected the motion and turned to hear A. L. HODGES, South Western Electricity Board Headquarters, call on the N.E.C., in view of the serious anomalies and hardships existing under the electricity extended interim scales, to take steps to remove the restrictions on the payment of overtime, with retrospective effect, and to ensure observance of the NALGO policy of "Charter as a minimum." At least two district joint councils favoured such a course, said Mr. Hodges. At present officers on the £385 interim general clerical scale got overtime pay, whereas those on Grade A, perhaps at a lower salary, did not. Further, there was the possibility that local authorities would say: "Staffs in the electricity supply industry do not get overtime pay: why should we continue to pay it to our staffs?"

L. C. FOWLER, Kingston Electricity—South Eastern Division Headquarters, followed with an amendment to delete the reference to the Charter as a minimum. That, he warned, was a dangerous policy for the electricity industry, since the minimum would automatically become the maximum, and all were agreed that the Charter was not yet perfect.

T. NOLAN, N.E.C., asked Conference to reject both motion and amendment as impracticable. They might soon have to decide whether to accept reasonable scales of salary without overtime or inferior scales with overtime: they could not expect to get everything they asked for. But for the overtime pay in the lowest grades, they would have secured better holidays for juniors.

Conference rejected the amendment, but approved the motion, notwithstanding the N.E.C. opposition.

SERVICE CONDITIONS POLICY

Two-Way Consultation Demanded

Next, C. R. GIBSON, Bristol Electricity, moved that the N.E.C. be instructed to formulate a service conditions and wages policy for clerical and administrative workers in the electricity supply industry and submit it to district consultative committees and electricity branches for discussion before concluding a permanent agreement. The motion, he emphasised, did not mean that the district consultative committees should be given the right to give orders to the National Consultative Committee or to the N.E.C.: it meant that those bodies should formulate a broad policy and submit it to the committees for discussion. If the N.E.C. consulted more, there would be less criticism (*hear, hear*).

Seconding, F. H. NEWMAN, North-East London Electricity, said that his branch was

relatively satisfied with the machinery set up, but "consultative" machinery implied two-way consultation.

Opposing the motion for the N.E.C., T. NOLAN said that the procedure suggested would lead to great delay in negotiations and criticism that the Whitley machinery was too slow. Every district sent a representative to the national Consultative Council, and that, he suggested, enabled the views of every branch to be obtained.

But Mr. Gibson challenged this argument. The consultation suggested would not, he contended, cause any interruption of the negotiations in the final stages; all that was asked was that a broad policy should be submitted to committees and branches.

Despite the opposition of other electricity delegates, who felt that the need for the final scheme was too urgent and that branches and consultative committees had already had ample opportunity to express their views, Conference carried the motion.

Finally, J. D. S. MOUNTFORT, Surrey Electricity, moved the last of the motions on



N. W. Bingham, N.E.C. Public Relations Committee Chairman.

electricity affairs. This instructed the N.E.C. to ask the British Electricity Authority to set up an independent appeal board to consider any case of what was considered to be unfair treatment in respect of redundancy or alteration of status or position, due to the implementation of the Electricity Act, 1947.

His branch, Mr. Mountfort assured Conference, considered the existing appeals machinery adequate in normal circumstances. But circumstances were not yet normal, and it was possible that, during the next two or three years, there would be dismissals on grounds of redundancy: and such dismissals could be dealt with only by an impartial committee set up under an improved agreement.

For the N.E.C., Mr. NOLAN expressed sympathy with the motion, but asked that it be referred to the Council, so that it might be examined by the National Consultative Committee. Mr. Mountfort accepted this suggestion, and Conference agreed.

PUBLIC RELATIONS

New N.E.C. Programme Endorsed

This brought Conference to the group of proposals on the re-adaptation of the Association's public relations work. Introducing these was an N.E.C. motion, inviting Conference, in recognition of the fact that the expansion of the NALGO membership and the increasing complexity of its organisation and activities called for greater emphasis in explaining the work of the Association to members and the work of members to the public, to welcome the N.E.C. report on revision of the public relations policy, and, in particular, to authorise the Council to set up research panels to engage in research into matters upon which members were specially qualified to speak, and to publish the results of that research.

Moving this, N. W. BINGHAM, N.E.C., told Conference that during the past year the Council had entirely reviewed NALGO's public relations policy. This action had been taken in response, firstly, to requests from branches and districts that more attention be given to the officer rather than to the service as a whole; secondly, to recognition of the fact that the former public relations policy for local government had met with such a measure of success that its direction could to some extent be changed; and thirdly, to the need, dictated by the enormously widened membership of the Association, to direct more attention to explaining NALGO and its work to its own members.

The Officer's Part

But there was no change in the basis of the policy. The programme of encouraging public relations for local government had been so successful that local authorities themselves had, at long last, begun to recognise that it was up to them to explain local government to the public they served. Yet, although their associations had officially endorsed the policy, and many had taken it up with energy, the majority were still not operating it to the extent desired.

Nevertheless, the N.E.C. considered that the time had come when NALGO should not confine itself to publicising the service, but should do more to let the public know the part which officers played in that service. But if the limelight were to be put on the officer, he must be capable of standing up to it. That meant that he must be educated, competent, careful not to undo anything which the public relations policy might achieve.

There was one new item in the revision of policy—the proposal to set up research panels—which Mr. Bingham asked Conference to endorse positively. There were many aspects of local government and the public services upon which research was needed, and the proposed panels would help the Association to bring these to public notice (*cheers*).

Association's Unifying Aim?

It had for some time been evident that Conference was in no mood for lengthy speeches, but that audible fact did not deter R. G. RIDDELL, Wandsworth, from coming to the microphone and braving the stamping feet with



"... a branch secretary—receptacle for members' grievances"

a few ringing words that roused his audience not to objection but to cheering enthusiasm.

In the past, he said, NALGO had been inspired by clearly defined aims—superannuation and national scales of salaries. But what of the future? With those major objects obtained, there was no such clear and simple objective, no single aim which would unify all members. Public relations could provide it. "It has been truly said that 'without vision the people perish,' and I submit," declared Mr.

Calls for New Report on L.G. Structure and Livelier L.G.S.

Riddell, "that this Association needs an aim above service conditions (*cheers*). I am no starry-eyed idealist. I am a branch secretary, used by my members as a receptacle for their complaints and grievances. Of course, we must pay attention to service conditions—but if you make them your first concern, you will be digging a well in which you will never reach water.

"In its public relations work, this Association has given an inspired lead to local government. Three hundred exhibitions since 1945 is no mean achievement. We live in an ideological age, and if we are not to puddle around in a backwater, we must re-think our contribution to the democracy in which we live. I therefore ask Conference to support this resolution with an urge that a unifying aim be found for the whole Association in terms of our service to the community in the manifold fields we now represent" (*cheers*).

"N.E.C. Must Give a Lead"

Delegates approved the N.E.C. motion unanimously and turned to a Metropolitan district motion, declaring that the success of the public relations policy depended upon the measures taken by the N.E.C. and the lead given by its members, and instructing the Council to take special measures to secure the appointment of district and branch public relations officers; to convince members of the need for public relations; and to convey to members promptly and regularly full information on its own policy and activities.

Moving this, L. G. SIRETT declared that there was need for a much more sincere and encouraging lead from the N.E.C. in public relations; and for a much more "live" publicity campaign for salaries and service conditions. Personal contact was the best medium, and he therefore urged the N.E.C. themselves to go out into the districts, exhort them to appoint district and branch P.R.O.'s and, when that had been done, give them every encouragement. Conference agreed, adopting the motion without further debate.

There followed a Birmingham motion, moved by P. ASHEN, instructing the N.E.C. to set up a new reconstruction committee to consider proposals for the future structure of local government, since the interim report of the 1941 Reconstruction Committee was now out-of-date. It was not sufficient, he argued, simply to deplore attacks on local government;



"... let us leave the fighting to our employers."

NALGO should have a positive attitude and make constructive proposals for the future.

For the N.E.C., N. W. BINGHAM asked that the motion be referred to the Council for consideration. He agreed that the subject would be suitable for one of the research panels, but it was a big and difficult topic and the N.E.C.



W. C. THICK
"L.G.S. Too Dull"



H. W. SMITH
"Most Copies Unread"



S. E. SHALLICE
"Name N.E.C. Speakers"



J. P. PHOENIX
"They talk too much"

would have to consider the time, staff, and energy that could be devoted to it.

Before delegates could agree, opposition came from an unexpected quarter—Miss PAT TAYLOR, L.C.C.—who called, in her customary forthright style, for its outright rejection. The report of the first Reconstruction Committee on Local Government Structure, she declared, had split the Association and led to the resignation of the then President. Did they want a repetition of that?

"We have enough on our plate in reconstructing our own Association and in furthering the trade union interests of our members, without trespassing into this thorny field," Miss Taylor asserted. "Let us leave all the fighting on this matter to our employers—they delight in it and, as far as NALGO is concerned, I say let them get on with it" (*hear, hear*).

Moreover, NALGO had a reputation in fighting for compensation for redundant officers. What would be its position if it issued a report whose recommendations, if adopted, led to the transfer of officers between authorities possibly with redundancies? (*hear, hear*).

Though delegates warmly applauded this outburst, they nevertheless referred the motion to the N.E.C., by a narrow majority.

JOURNAL UNDER FIRE

"Formal, Verbose, Tedious"

Essex having withdrawn its motion calling for closer integration of the Association's service conditions, public relations, and education activities and declaring that the appointment by local authorities of specialist public relations officers and departments was neither necessary nor practicable in most cases, delegates settled down happily to the annual fire of criticisms of LOCAL GOVERNMENT SERVICE. W. C. THICK, Essex, opened with a concentrated barrage—a motion calling for "a big improvement in the style, layout, contents, and materials used in the production of the journal, to make it more interesting and attractive to read."

The object of the journal, said Mr. Thick, was to keep members informed of NALGO's activities and to provide a medium for the exchange of views and ideas. The N.E.C. admitted receiving complaints from branches of members' widespread ignorance and apathy. But what was being done about it?

"I suggest," he declared, "that, in LOCAL GOVERNMENT SERVICE, NALGO has the finest instrument possible to give information to members and stimulate and foster knowledge amongst them. But it is formal, verbose, and tedious. It is right that the N.E.C. public relations committee should manage the journal—but it is wrong that the other committees should forget its existence, as they seem to do."

How many delegates read LOCAL GOVERNMENT

SERVICE from cover to cover? The majority turned straight to "Hyperion" and "Jackass." Undeterred by the voice which reminded him that "Jackass" had ceased to contribute to the journal nearly two years ago Mr. Thick went on to argue that 50 per cent. of what was spent on the journal today was wasted and could be used more effectively in producing a smaller, brighter, better-quality publication and in increasing the numbers of real readers.

To sum up, what was needed, Mr. Thick suggested, was more attractive covers, white paper, clearer type, not more than three columns to a page, reduction to a handier size, say 7½ in. by 9 in., snappy and attractive headlines, more sub-headings, short, snappy easily-assimilated articles and reports, shorter editorials, and a limitation of cover design to those which could be reproduced well and were topical and within the financial capacity of members (*cheers*).

"Make Members Buy It"

H. W. SMITH, Kent, followed with an amendment asking the N.E.C. to consider ceasing the free distribution of LOCAL GOVERNMENT SERVICE and placing it on sale to members. By contrast with Essex, he confessed, his branch regarded the journal as a good job of work. But in his experience, of every five copies published, only one was read and only two even perused.

If the journal were sold to members, he believed that 50,000 would buy it. If, in addition, a further 10,000 copies were supplied free to branches, on an agreed ratio, for propaganda purposes, all the needs covered by the present production of an enormous number of copies would be met.

Prolonged cheers greeted the sincerity of this speech. But a greater surprise was in store when delegates found MARGARET HAMILTON Glasgow, at the microphone, not in her usual role of critic of the N.E.C. but, for once, as its equally staunch defender. While she was sure that the N.E.C. would oppose both motion and amendment, she said, she thought it right that there should come from the floor of Conference a strong vote of confidence in the excellent work done by the editor and staff of the journal. They worked under extreme difficulties in the present state of organisation of NALGO.

"LOCAL GOVERNMENT SERVICE," Miss Hamilton continued, "is one of the biggest factors in helping to recruit members to NALGO. It is not my experience that it is largely unread. I think that the editorial each month compares favourably with almost anything in journalism today. At the other extreme, there is "Hyperion"—and everybody always wants to know how fat he will go each month (*laughter*)! Between the two there are reports of various committees and sections of NALGO, and I think it is here

Journal to Report How N.E.C. Members Vote on "Major Issues"

that difficulty arises. These things have to be reported, and we have not heard any reasonable suggestion how the journal can be improved and yet continue to report these things! When suggestions about that are made, I have no doubt that they will be gladly accepted by the editor, but until then I ask you to give him a strong vote of confidence" (*cheers*).

Winding up the debate for the N.E.C., N. W. BINGHAM, after thanking Miss Hamilton for her kind words, explained some of the Council's difficulties. Today, the circulation of the journal was 210,000—more than twice the pre-war figure. To meet that, they had, up to the present, been restricted to 40 per cent. of the pre-war allowance of paper. On top of that difficulty, it was nowadays necessary to report a vast new range of N.J.C. negotiations and decisions and news of interest to members in the public utilities.

More Paper Now Available

"I want to say frankly," said Mr. Bingham, "that while we recognise fully that LOCAL GOVERNMENT SERVICE is not as readable nor as light and entertaining as it might be, we are rather proud of the fact that we have managed to give you so much of the news that you have asked for, in spite of all the difficulties with which we have been faced" (*hear, hear*).

But he had some good news. From July



Mr. Thick finds "L.G.S." dull: Miss Hamilton likes it.

the allowance of paper was to be increased by 50 per cent., and at its first meeting after conference, the public relations committee would be considering how to make the best use of that additional paper. But to use all the paper now available might mean spending between £5,000 and £7,000 a year more than at present. Clearly, the N.E.C., particularly in view of the report of the honorary treasurer, would have to consider how far the Association could afford to spend that money.

Adoption of Kent's suggestion that members be required to pay for the journal would make it possible to produce a more attractive one, but might not be to the benefit of the Association as a whole.

Today, the journal was the only direct means of communication between the Association and each individual member. It was the one tangible return which every member received each month for his subscription, and the N.E.C. took the view that, whether or not a member read it, he had the right to receive direct from the Association, without extra payment, the information contained in it (*hear, hear*).

Conference agreed, rejecting the amendment by a big majority and adopting the motion by a vote equally substantial.

From the general, Conference turned to the particular, on a Manchester motion, moved by S. E. SHALLICE, demanding that, in reporting N.E.C. meetings, the journal should publish

the names of speakers taking part in the discussion, a summary of the points made by each, and a record of the individual voting. This, Mr. Shallice argued, would help to explain to members what sort of men were on the N.E.C., and would make it easier for them to select the right candidates for re-election.

Moving an amendment restricting the requirement to publication only of a record of individual voting on major issues, D. J. BURCHELL, West Suffolk and District, pointed out that, to contain all Manchester wanted, the journal would need to be as big as "Hansard."

G. DIXON, North Western and North Wales District, opposing both motion and amendment, protested that adoption of either would simply lead to the more verbose members always striving to get into the news. NALGO wanted workers, not talkers—and workers did not need publicity (*hear, hear*).

T. FERNLEY, Manchester Gas, pointed out that the N.E.C. itself, in its statement on future organisation, had stressed that the Council should be composed of the best men, irrespective of the service to which they belonged. But members could not know who were the best men unless they were given some account of their activity on the N.E.C.

"Would Make It Unreadable"

For the N.E.C., J. P. PHOENIX reminded delegates that they had just been told that only one in five members read LOCAL GOVERNMENT SERVICE; yet Manchester proposed to make it infinitely more unreadable—and claimed to be doing that in the cause of democracy! (*laughter*). Members of the N.E.C. were nearly human (*laughter*), and if every speech were reported it was inevitable that members, knowing that their districts were reading the journal, would want to make sure that their names appeared in it. "It may surprise some of you to know," he added, amid more laughter, "that some people on the N.E.C. talk too much. My objection to the motion is that it would make them talk more."

The amendment asked that voting be recorded on "major" issues. That reminded him of the man who said that he was happily married because, when the marriage started, he and his wife decided that he would settle all the major issues and she would settle the minor ones: in twenty years there had never been a major issue (*laughter*).

"Every Issue a Major One"

Practically every issue that the N.E.C. discussed was a major issue for somebody (*hear, hear*). Someone would have to decide what were major issues, and what were not. Would that be left to the editor and his staff—officials employed by the N.E.C.? With debates in Parliament, the report in one paper was quite different from that in another, with different emphasis. That did not matter, because if you did not like one version, you could buy another. But with LOCAL GOVERNMENT SERVICE there was an alternative version; it was the authorised version—"and will have to be printed like it if these proposals go through," Mr. Phoenix concluded, in a microphone aside.

Claiming his right of reply, Mr. Shallice said he was sure the editor of the journal would appreciate what the motion sought to achieve, and would be able to solve the problem of space. It was clear that the N.E.C. did not want publicity; let Conference insist that it must have publicity!

Though delegates loudly applauded this spirited retort, they declined to go all the way with Manchester, adopting the amendment but rejecting the motion.

SUPERANNUATION PLEA

Money Back—With Interest

Leaving this lively topic for the more sober problems of superannuation, Conference heard T. STEWART, N.E.C. and Inverness, in the name of his branch and Coventry, call for amendment of the Superannuation Acts to oblige local authorities to return contributions with interest to officers leaving the service voluntarily. Seconding, J. BESSERMAN, Coventry, announced that the sponsors of the motion would accept an amendment by the No. 6 Yorkshire Electricity branch, extending the principle to officers of nationalised bodies.

Opposing for the N.E.C., J. H. ROBINSON, honorary treasurer, agreed that the recent superannuation code for the health service had met this point in a limited way and that the code which was to apply to the electricity service contained a provision in the terms sought. But, under the Local Government Superannuation Acts, they were not dealing with a new code and could proceed only by agreement with the local authorities or by legislation in Parliament—and either would be difficult. There was something to be said for the payment of interest on contributions where an officer was leaving the service with less than ten years' superannuable service, but, after ten years, there arose a liability on the part of the fund (virtually the local authority) to pay a man a pension if he broke down—and that liability was a growing one.

He suggested that the forfeiture of this notional interest was not unreasonable if the amount were regarded as an insurance premium against that risk.

At another conference held that week, local authorities had been told that the cost of superannuation in 1946-47 was £25 millions and that, under the 1937 Act, officers' con-



"The N.E.C. does not want publicity; let Conference insist that it gets it!"

tributions were £7½ millions and employers' £13½ millions. The employers were alive to this state of affairs and had said that, if they were asked for anything involving additional contributions, they would raise the question of the proportional contribution to the fund by officers and themselves. Therefore, if Conference agreed to the motion, which would benefit only the few who left the service and who, presumably, obtained other advantages, it would place those who remained in jeopardy. He therefore asked Conference to reject the motion as inadvisable, inexpedient, and tactically dangerous. Conference accepted the advice.

Next, F. C. BACKWAY, North Devon, rose to accomplish a mission for which, he said, he had travelled more than 800 miles to Aberdeen—namely to urge the N.E.C. to continue its efforts to obtain statutory provision for superannuation payments to the spouse or other dependent relative of a deceased officer and, in particular, to secure such payments when the officer died before becoming entitled to pension.

Delegates' Deafening Tribute to Association's Leaders

He asked the N.E.C. in its negotiations with the local authorities and the National Joint Council, to dig its heels in and do its best to bring home the bacon. If it would promise that he would return to Devon comforted and reassured. Unable to contemplate the tragedy of Mr. Backway's return home empty-handed, Conference adopted the motion without discussion, incorporating an amendment by No. 6 Yorkshire Electricity extending its terms to cover the officers of nationalised bodies.

On the suggestion of the President, Conference referred to the N.E.C., also without discussion, a Norwich motion seeking amendment of the Acts to allow a woman to retire on pension at 60, after completing 30 years' service, together with amendments by Norfolk County (to allow any officer to retire after 30 years' service and draw a pension from the age of 60); **Hammersmith and Tottenham** (extending the motion to cover men as well as women); and **Derby** (deleting the requirement of 30 years' service).

Next, V. J. TROUGHTON, **Birmingham**, moved that paragraph 187 of the Annual Report, dealing with the Benevolent and Orphan Fund, be not received, on the ground that more than ten per cent. of the subscription income went in establishment charges, and this seemed unduly high. But R. T. SHEARS, N.E.C., firmly denied the implication behind the suggestion. The salaries of the officers administering the Fund were based on the Charter, he said, and it was right that the Fund should bear its fair share of Headquarters' establishment costs. Conference agreed.

BENEVOLENT FUND SCALE

No Publication to Branches

Having failed a year ago to persuade Conference to require the N.E.C. to make known to branch B. & O. Fund secretaries the guiding scale for assistance to beneficiaries, Yorkshire district made another attempt, with an identical motion. Moving it, S. R. GRAYDON alleged that, notwithstanding the N.E.C. argument that, since the scale was not rigid, it would be unwise for branches to have it, some larger branches had, in fact, got it—and he had no evidence that the Fund had suffered.

Supporting, G. B. CREDLAND, **Sheffield**, complained that if, in future, branches were to be asked only to state the nature of the assistance required, as the Annual Report suggested, large branches with a local fund would lose the right they had long enjoyed to see a case through from application to grant.

Opposing for the N.E.C., H. RUSSELL explained that the scale in question was sent to district B. & O. Fund sub-committees to enable them to come to a decision upon applications submitted to them. But the Fund had long based its work on the policy that human needs could not be settled by reference to a formula, and that each case must be considered individually. The function of branches was to say whether they wished assistance to be given by loan or by grant. It was for the district sub-committee to recommend the amount, and the recommendation went to the national committee for approval. The present system appeared to be working well. Conference accepted this statement and, for the second year, rejected the motion.

J. M. NICHOLSON, **North Riding County Officers**, questioned a reference in the Annual Report to life membership, which seemed to imply that a member of the Association must be a member of the B. & O. Fund before he was entitled to receive benefits. Whilst sympathising with the object of securing full support for the Fund, it should be made clear, he suggested, that all members of NALGO were entitled to its benefits. Replying, R. T. Shears said that the grant of

benefit to those who did not subscribe to the fund presented a thorny problem. In practice, grants were made to the widows and orphans of non-subscribers because the omission to join was not their fault.

These questions disposed of, A. SINGLETON, **Reading**, moved that the birthday gifts now made by the B. & O. Fund to war orphans be made to all fatherless children eligible for

THE DELEGATE'S RETURN



"I doubt whether the Treasurer will approve, Blenkinsop, despite the pin-stripe."

benefit, on the ground that it was unfair to restrict this benefit to a particular group of orphans. Opposing for the N.E.C., Mr. Shears explained that the children of the members who lost their lives in the war received pensions from the State and did not, therefore, come within the purview of the Fund: but the N.E.C. wanted them to feel that they were still remembered by NALGO, and that was why they received these special gifts (*hear, hear*). There were other benefits for the orphans of members not killed in the war. Thus assured that NALGO cared for all the orphans in its charge, Conference rejected the motion.

GRATITUDE TO N.E.C.

Respect and Affection

This concluded consideration of the Annual Report and G. H. ROE, **West Midland District**, came to the microphone to move the customary vote of thanks to the honorary officers and members of the N.E.C. Most delegates, said Mr. Roe, as branch honorary officers and members of branch executive committees, well knew the sacrifice of time, energy, and leisure and the rearrangement of domestic life which such offices involved. They knew, too, what it meant to be the butt of informed and ill-informed criticism. It needed little imagination to translate that local experience into the national sphere.

Had the preceding hours of Conference not already convinced those on the platform of the respect and, indeed, affection, in which they were held by delegates, the thunderous and continuing acclamation with which Conference carried this motion must have swept away every doubt. For several minutes the Music Hall reverberated to the roar, and it is doubtful whether any Conference in the Association's history has paid so enthusiastic tribute to its leaders. It was with deep

emotion, therefore, that, when the last cheer had given way to a brittle silence, E. L. RILEY, chairman of the Council, rose to reply.

In his many years of Conferences, he confessed, he could not recall so cordial a reception, and he took it that, this year, delegates felt that they deserved it.

The N.E.C., Mr. Riley assured delegates welcomed healthy and informed criticism from the floor. It did it good, at regular intervals, to be told that "Conference would not have it." Of course, it did not always think the Conference was right—but he believed that now and then it was. In this cheerful atmosphere Conference adjourned for lunch.

CHANGES OF RULES

A New Name for NALGO?

When delegates returned to the Music Hall at 2.30 it was with the consciousness that on 90 minutes remained in which to deal with the 22 motions and 12 amendments still left on the Agenda before the induction of the incoming President. To make sure that they were dealt with, priority was given to amendments of rules.

First of these, moved by E. YOUNG, **Lees Hospital**, called for "immediate attention" in changing the name of the Association "in view of the difficulties experienced in the recruitment of former voluntary hospital staffs." It was difficult, Mr. Young contended, to persuade the staffs of the former voluntary hospitals—and even of the former municipal ones—that an association with an overriding local government attachment could deal adequately with their salaries and service conditions. Yet the field of recruitment of former voluntary hospital staffs was a vast one, so far almost unexplored.

Seconding, A. L. HODGES, **South Western Electricity Board, Headquarters**, added that whilst members appreciated that the name NALGO covered gas, water, electricity, and hospital staffs, few members of the public did.

"Bright Ideas" Welcomed

But W. STROTHER, for the N.E.C., refused to agree. He denied that the retention of the old name had prejudiced recruitment, contending that the Association's publicity officers in the non-local government service had made the position clear. It might be desirable to consider the point when the adaptation of Association machinery was being reviewed, but they must not forget that the name "NALGO" was known and respected, not only in Britain but throughout the world, and they should not change it without the most careful thought (*hear, hear*). If it were changed, it would be desirable to retain the same initials, and if any member had a bright idea, the N.E.C. would be glad to hear it. For the present, however, the matter was not urgent.

Though Mr. Young returned to the microphone to repeat his assertion that the name was hampering recruitment of health staffs the majority of delegates supported the N.E.C. and the motion was lost.

An N.E.C. motion authorising the Council to adapt the rules to provide for recruitment in Northern Ireland should it desire was adopted without debate. But a further N.E.C. motion, seeking to define the procedure for taking a ballot of members, was challenged by several branches. The motion provided that, before Conference could order a ballot, the resolution proposing it must be supported by at least two-thirds of the representatives present and voting, or, in the case of a card vote, by at least two-thirds of the vote cast. This was opposed by the **West Midland District and Birmingham**, on whose behalf P. ASHEN moved that a ballot might be ordered by a simple majority. The N.E.C. has

o "Block Voting" in Elections to Membership of N.E.C.

erted the two-thirds majority, he suggested, sumably because it felt that a motion ering a ballot should not be treated lightly; he considered that Conference could be ed upon to take a sound line on a matter so portant as to require a ballot—provided the E.C. gave a sound lead. If it did that, a ple majority should be sufficient. More- r, if a two-thirds vote were needed to ate a ballot, it followed that a one-third e against could prevent it being taken. as it right, on a fundamental issue, that one-rd of Conference should prevail against two-rds?

Replying, L. H. TAYLOR, N.E.C., said that y-making was vested in Conference, and t power should not lightly be abrogated. reover, a ballot was expensive. For these sons no matter should be thrown open ballot unless a substantial majority wanted. Conference agreed, rejecting the amend- nt, whereupon Lindsey County withdrew its edment on similar lines.

True Voice of NALGO

The N.E.C. motion also provided that, when nference had decided to take a ballot, it ld stipulate three alternatives:

that the vote of a majority of *members* should determine the matter as though it ad been determined by Conference; or
that the vote of a majority of *members voting* should determine the matter; or
that the result of the voting should be eported to the next ensuing Conference for onsideration.

Moving the deletion of (a) and (b) in one of e ablest speeches of Conference—clear, efcful, and effective—A. F. ENSOR, Brighton, med that, if a ballot were agreed by a two-rds majority of Conference delegates, it ld be determined by a simple majority of e votes cast. The effect of requiring the rnative vote of a majority of *members*, uld be to put the power to determine the e into the hands of those who did not e. Those who took the trouble to vote uld decide, and the voice of a majority hem should be regarded as the true voice of ALGO.

The loud cheers which greeted this speech owed that the speaker had won the sympathy ell as the approving ear of Conference, and H. TAYLOR had some difficulty in securing a ring for the N.E.C.'s case in opposition. e was again that, since Conference was the ley-making body, it should not lightly ow away its rights. The motion offered it



H. N. Schrader

J. K. Sopp

L. H. Taylor

But delegates were in sacrificial mood and adopted, first the amendment, then the motion as amended, by the two-thirds majority necessary for a change of rule.

No such feeling was aroused by the next N.E.C. motion, re-phrasing the definition of persons eligible to be members. The object, W. STROTHER explained, was to remove ambiguities in the old rule, discovered last year, as a result of which public assistance staffs were legally entitled to retain NALGO membership after transfer to the National Assistance Board or the civil service; to make clear the eligibility to membership of employees of road transport undertakings and the various transport executives; and to make the rule easier to understand.

Two following N.E.C. motions—the shortest and the longest on the agenda—were adopted in a matter of seconds. The first corrected a grammatical error in the existing Rule 6; the second amended, in the light of experience, the procedure laid down for the expulsion of a member guilty of violation of the Association's rules or of conduct detrimental to the Association, and provided, as, by some curious oversight, the existing rules did not, for terminating the membership of a person who left the service.

Individual Voting "Ridiculous"

More controversial was a West Midland District motion, moved by H. N. SCHRADER, providing that, in future, members of the N.E.C. should be elected by the block votes of branches instead of, as at present, by the individual votes of members. The present system, said Mr. Schrader, in a speech of singular courage and frankness from one who had himself just been elected by the method he so soundly condemned, was absurd. Each year some 180,000 members received voting papers—at a total cost of more than £2,000, plus untold time and labour—on which to record their votes for a lot of people about whom they knew nothing and, probably, cared less! (laughter).

What happened? They either turned to the departmental representative for advice or made their choice with a pin much as they picked horses for the Derby—and probably with the same degree of success! (laughter)—or, more probably, did not vote at all.

The final act in this tragic-comedy was the counting of the votes recorded—carried out by the blood and toil and tears and sweat of volunteers from the misguided branches which had undertaken this gigantic and arduous task—and the epilogue was the return to the N.E.C. of 66 men and women elected by the votes of thousands of members, the majority of whom knew nothing about them and who spent the rest of the year complaining

about their inefficiency and impotence (*cheers*).

This ridiculous form of election had led to "plumping" for one or more candidates, and that, in turn, had resulted in the election to the N.E.C. of members who, in ordinary voting conditions, would never have stood a chance.

His district proposed that each branch should, either in a general meeting or by its executive committee if so authorised, record all its votes for the candidates it preferred. Members would have the advice of the district representatives who usually did know something of the ability, qualifications, and policy of the candidates, and would be able to discuss their merits and demerits. When the branch had selected its candidates, its vote would be multiplied by the number of its members.

"Disastrous" Move

For the N.E.C., W. STROTHER suggested that the motion should be referred to it for consideration (*cries of "No"*). The N.E.C. had been charged with the duty of reporting to Conference on the re-adaptation of the Association's machinery, and Conference should not, therefore, commit itself to a change in voting procedure until the major outline of reorganisation had been settled (*cheers*).

Direct opposition to the motion was voiced by J. K. SOPP, Heston and Isleworth, who suggested that it would be disastrous, when they were trying to increase the interest of members in the Association, to rob them of their democratic right to vote for their leaders (*cheers*). If members did not know for whom they were voting, the answer was to increase their knowledge, not to take away their rights (*cheers*). He appealed to Conference not to allow big branches with an apathetic membership, to outvote smaller branches with an interested one—as would happen were the motion to be adopted (*cheers*).

A. CLARK, Bolton, reminded delegates that the popular vote was the only act of government in the Association left to the individual member.

E. HAWKESWORTH, Leeds and District Electricity, warned Conference of the danger that a big branch might vote for its own candidates and then, to ensure their election, give the remainder of its votes to those candidates whom it believed to have the least chance of getting in—with the result that the wrong people might be elected. Members in the nationalised services, in particular, should be on their guard, since the bulk of them were in branches not more than 300 strong.

Mr. Schrader rose to reply to the discussion, but delegates had made up their minds, and with cries of "Vote! vote!" compelled him to give way. The President thereupon put the motion to the vote, and it was defeated by a five-sixths majority.



A. F. Ensor

ee alternative courses, which it could adopt the time it agreed to a ballot, in the light of umstances. But if it accepted the amend- nt, it would be bound, however serious the nt, to leave it to be determined by a ple majority of those voting. Why should hrow away its right to decide how it should ul with a particular matter?

Conference Acclaims E. A. S. Young as New President

Glasgow withdrew its motion suggesting machinery for shortening the Conference agenda; a Finchley motion, moved by J. E. WOOD, Chislehurst and Sidcup, designed, by advancing the time-table for Conference, to allow branches and districts to submit amendments to N.E.C. motions, achieved the distinction, in the words of the President, of being "defeated unanimously"; and, finally, E. J. SHARP, Fulham, made an attempt to avoid the last-minute scramble from which all were now suffering by moving that Conference sessions be devoted entirely to the agenda, with a special evening session for addresses to delegates, presentation of prizes, and similar functions.

Opposing this last suggestion, G. T. BELTON, N.E.C., suggested that it would be discourteous to the Ministers, M.P.'s, and Mayors who, often at great inconvenience, gave up the time to attend—to which he added the pungent comment that, if branches really wanted to save time they might readily do so by pursuing some of the matters raised at Conference just as effectively through district and consultative committees. The point went home, and Conference rejected the motion.

This concluded the amendments to rule, and, with only eight minutes to go before four o'clock, Conference turned its attention to 14 motions and nine amendments on miscellaneous matters.

First of these, moved by E. D. BERNIE, Bushey and District Water, instructed the N.E.C. to take steps, including the appointment of a national organiser, to inaugurate a national drive to recruit the staffs of the water supply industry. Today, said Mr. Bernie, only 35 out of about 162 private water companies and 49 water boards, had branches within the Association, and many water companies' staffs were unaware that there was a place for them in NALGO. A national organiser should be appointed at once: to wait until after nationalisation would be too late.

Opposing for the N.E.C., J. P. PHOENIX said that four-fifths of existing water staffs were employed by local authorities and were thus fully covered by NALGO; the N.E.C., therefore, did not consider it necessary, at present, to go to the expense of appointing a specialist officer. Notwithstanding a further protest from Mr. Bernie, Conference backed the N.E.C. and rejected the motion.

HIGHER SUBSCRIPTIONS?

To Await N.E.C. Review

Responding to the suggestion made on the first day by the honorary treasurer, North East London Electricity withdrew its motion calling on the N.E.C. to review subscriptions in the light of rising costs and the urgent need of specialist district officers, with the result that three related amendments all fell and two following ones were withdrawn, leaving the N.E.C. free to consider the whole problem of NALGO finances. But Conference approved an N.E.C. motion, moved by J. H. ROBINSON, the honorary treasurer, to allow a member called up for training under the National Service Act to be excused payment of subscription during his training period.

A. COPE, Sleaford and East Kesteven, followed with a gallant attempt to increase the funds of branches by raising the percentage of subscription income retained by them from

35 to 40. This, he argued, would benefit the smaller branches, which had little money for organisation and other activities.

But Mr. Robinson pointed out that the present rules gave the N.E.C. power to support a branch with insufficient funds, and urged that this problem should be left for consideration in the general review of the Association's finances. Conference agreed, rejecting the motion.

L. J. SPENCER, Leyton, followed with a plea that the N.E.C. be authorised to assist, by loan



P. H. HARROLD, retiring President, congratulates his successor, E. A. S. YOUNG, after the induction ceremony.

or grant, members participating in schemes for the interchange of staffs.

Opposing for the N.E.C., A. E. ODELL explained that, whilst the Council favoured such exchanges, it could not agree that the Association should have to finance them. Conference agreed, rejecting the motion.

R. M. CREED, Croydon and Purley Electricity, moved an instruction to the N.E.C. to publish a booklet giving guidance to branches on branch organisation and management. On the suggestion of the N.E.C., Conference referred this proposal to the Council.

J. M. ANDERSON, Glasgow, moved a proposal in the name of his branch and the Scottish District, instructing the N.E.C. to encourage the study of the history, organisation, and methods of trade unions, with a view to the training of branch officers, and, as a first step, to prepare a syllabus for branches and districts. This, too, was referred to the N.E.C.

A. ROBINSON, Education Welfare Officers' National Association, invited Conference to deplore the delay of the Home Office in issuing regulations under the Children's Act, 1948, and, in particular, the promised regulations on the interchange of information between children's officers and education welfare officers.

For the N.E.C. N. W. BINGHAM, expressed sympathy with the object of the motion, but doubt over its wording at a time when the local authority associations—and in this NALGO supported them—were asking Government departments not to overwhelm local authorities with detailed regulations on matters they could handle themselves. Mr. Robinson accepted the suggestion that the motion be referred to the N.E.C. Conference agreed.

Finally, Hemsworth branch withdrew its motion seeking to make it compulsory for

local authorities, when advertising for staff, to offer them living accommodation and, now being four o'clock, all the remaining motions and amendments stood automatic referred to the N.E.C. These were:

Hackney's plea for a fairer sharing of rates between industrial and other ratepayers; South Shields' project for a convalescent home in the North, with a Glasgow amendment proposing that, until a northern home was available, members' fares to Knole Lodge, Bournemouth, in excess of £3 be paid by the Association.

Sheffield's plan for a penny-a-week convalescent home insurance fund; and

West Riding Mental Hospital's proposal for the free insurance of delegates travelling to Conference.

HAIL AND FAREWELL

A Moving Ceremony

The whole of the agenda disposed of, Conference settled down for the concluding hour ceremonial. The decision to allow ample time for this was fully justified. For it was no "Twilight Hour"; indeed, many found it most stimulating and inspiring incident, not merely of this of many previous Conference. Little of note was said or done. But that little aroused a depth of emotion, a warmth of feeling, an indefinable sense of unity, purpose transcending minor differences that has rarely been achieved before. It was as if that "spirit of NALGO" of which delegates have heard so much but which, many, was little more than a phrase had entered into every one of 1,200 there, transfiguring thought and welding him, with 1,199 of his colleagues, into a living

feeling, and single organism. Merely to recall what was said can convey nothing of the atmosphere in which the simple words were uttered and received; yet it is all we can.

First, the President rose to present to delegates their new President, E. A. S. YOUNG, assistant education officer, Willesden. Young, he said, was born in Yorkshire in 1892, and entered the service of Leeds Corporation at the age of 16 as a junior clerk in the education department. After service there and a few months with the then Ketter U.D.C., he joined the Willesden education department in 1914, and was today assistant education officer in the Willesden division office of Middlesex C.C.

Service and Sincerity

In NALGO Mr. Young had served many years as chairman and later as president of the Willesden branch, and as chairman and now president of the Metropolitan district committee. He had been a member of N.E.C. since 1937, chairman of its Benevolent and Orphan Fund committee, and chairman of the Council for four years during the war. He had played a prominent part in the establishment of Whitley machinery in the local government service, had been a member of the National Whitley Council since its formation, and was a past chairman of its executive committee. He had also been chairman of alternate years of the Middlesex provincial council.

That was Ernest Young's official record. Of greater value was his record as a man (cheers). In that, his outstanding quality was sincerity. Never had he failed to give, with

his sincere views on any question before the N.E.C., or any other body (ers). Above all, he possessed, and had clearly shown that he possessed, that best desire to serve others which was the spirit of NALGO (cheers). Then, turning to Mr. Young, the President declared: "Because of your devoted service, your simplicity, and your fine personality, it is now my honour and privilege to induct you into this office, the highest honour which this Association can give to one of its members." Amid a prolonged roar of cheering that had caused a tremor to pass across the stage features of WILLIAM WALLACE half a way away, Mr. HARROLD removed the badge of office from his own breast and placed it on that of his successor, whom the Conference aimed with a full-throated "For He's a Good Fellow."

In acknowledging this greeting, Mr. Young delegates of his intense pride in the honour conferred upon him and of his ready acceptance of the responsibilities which went with it. NALGO had been a great inspiration and a great joy (cheers). Although it was a trade union—and, as Mr. Riley had said, a militant trade union—it had never lost sight of service to the community first. He looked forward to his year of office and to visit branches in various parts of the country. He looked forward to a year in which the Association would not only consolidate its position but would make further progress, despite present difficulties. He hoped when he handed over the Presidency the Association would be able to say, "He did not do too badly." (cheers).

tribute to Mr. Harrold

Before investing his predecessor with the President's badge, Mr. Young reminded the Conference that Mr. Harrold had had an unspassed record of service as the Association's honorary solicitor for England and chairman of its law and parliamentary committee. There was rarely a day on which he was not consulted on some important issue. His natural charm and his consummate skill in the chair during the last three days had been the chief factor in bringing the Conference so quietly and steadily to its happy conclusion.

The Conference acknowledged this with cheers of such warmth and genuine feeling that Mr. Harrold for a moment or two—during which he was cheering redoubled—found himself overwhelmed. But, quickly recovering, he assured the delegates that it had been both a pleasure and a privilege to serve NALGO. Had he been rewarded, he would have found it a hundredfold in the reception just given him. He moved the Conference to further manifestations of gratitude and appreciation, after which Mr. Harrold rose again to propose a vote of thanks to the Lord Provost and town council of Aberdeen for the facilities they had provided; to the local conference committee for whose arrangements no fault could be found (hear, hear); in particular to W. A. Baxter and Miss MARY FORSYTH, chairman and secretary, respectively, of the local conference committee; and to the general secretary and staff of the Association (cheers).

Replying, Mr. Baxter said he thought the local conference committee was justified in being proud of its secretary, Miss Forsyth, who bore the greatest burden. The general secretary added his own thanks to the President on behalf of the staff, and in this atmosphere of mutual felicitation and with delegates warmed in hand and heart as they had been since their arrival in the granite city, NALGO's thirty-second Annual Conference came to its traditional end with the singing of "Auld Lang Syne"—preceded, on this occasion, with a no less enthusiastic rendering, "Will ye no' come back again?"

Association Ancillaries Record Another Year of Progress

Unbroken progress in almost every field of activity was reported by the chairmen of the Association's ancillaries when they addressed members attending the annual general meetings held in the Music Hall, Aberdeen, on June 17. W. Strother spoke for the Building Society, Sam Lord for Logomia, and T. Nolan for the Provident Society.

BUILDING SOCIETY Mortgage Business Up: More Investments Wanted

IN all but one respect the NALGO Building Society's progress during the year compared very favourably with that of its contemporaries. Available figures for the 1948 trading of all building societies in the country showed their share membership to have increased by 2.05 per cent. over 1947. The Society had doubled that increase with 4.2 per cent. Whereas all building societies reported an overall increase in the number of borrowing members of 1.7 per cent., the number of NALGO borrowers had increased by 3.5 per cent. Comparison of amounts advanced on mortgage during the year showed an even greater increase; by building societies as a whole 8.96 per cent. over 1947, and by NALGO, 31.1 per cent. This year, it seemed, yet a further substantial increase in mortgage advances would be shown. From Jan. 1 to May 31, 1949, £901,300 had been loaned to members, and if this rate of lending continued, the 1949 total would reach the record figure of over £2 million.

Unfortunately, however, the amount of new investment capital received from members did not compare well: other societies were able to show an increase of 15.43 per cent. over 1947, whereas NALGO had suffered a reduction of 2.7 per cent. Until there was a proportionate increase in the capital available, no further improvement in the mortgage service could be contemplated.

The average management expenses for building societies generally in 1948 were 12s. 9d. per £100 of total assets. NALGO's management expenses in 1948 were less than two-thirds of that figure, 8s. 5½d. per £100 of total assets. While offering the usual interest rate to investors, (2½ per cent. on shares, 1½ per cent. on deposits), NALGO charged an appreciably lower rate on loans. The mortgage interest rate of 3½ per cent. to owner occupiers was not only the lowest ever charged by any building society, but was the same as that charged on loans made on a 20-year repayment term by local authorities under the Small Dwellings Acquisition Acts, where the money came out of public funds and the operators of the scheme were not taxed.

LOGOMIA Each Department Shows Profit

DESPITE the difficult times, LOGOMIA's financial strength had increased considerably during 1948, and total funds were now well over the £1 million mark. Each section showed a profit on the year's working, the total being £8,839 10s. 8d., which increased the credit standing on the profit and loss account at the end of the year to £12,627. Values of the Association's investments had risen from £830,052 to £851,468 and the average gross interest yield was £3 14s. 6d. per cent.—1s. 5d. per cent. more than the previous year.

In the Life department, 870 new policies had been issued for £342,964, a decrease of 97 on the previous year, but representing an increase in the total sums assured of approximately £27,000. This increase was mainly due to the Combined House Purchase and Endow-

ment Scheme begun in July 1948, for which 22 policies had been issued in the first six months. Endowment assurances had accounted for more than five-eighths of the total new assurances.

Total premium income for fire and burglary insurances was £27,139, compared with £23,956 for 1947. The issue of new fire and householders' comprehensive policies decreased by 100 on 1947, but represented a higher total premium income—£4,642 as against £4,464. To compensate for the abolition of workmen's compensation risks from comprehensive policies when the State assumed this liability in July 1948, LOGOMIA had provided a number of extensions which compared favourably with those granted by other offices.

More than 12,000 NALGO members took advantage of the special motor insurance scheme, and pedal cycle business increased by approximately 50 per cent. £11,465 was advanced under the Motor Hire Purchase Scheme.

PROVIDENT SOCIETY Hospital Scheme Extended

MEMBERSHIP of all the Society's schemes had been affected in varying degrees by the operation of the National Health Service since July, 1948. There were 1,250 resignations from the Sickness Scheme and 708 from the Hospital Scheme.

To counteract this effect, some extensions of benefits had been introduced into the Hospital and Nursing Home Scheme, including (i) the abolition of the condition requiring members to bear the first £5 of claimable expenditure; (ii) the payment of a sum not exceeding £5 in any one year towards the cost of maintenance in a recognised Convalescent Home; and (iii) an increase from £6 6s. to £8 8s. a week in the benefit payable for maintenance in a nursing home, hospital, or sanatorium or the fees of a qualified nurse at home. These extensions were not spectacular, but it was hoped that they would show the way to further extensions when there was a reasonable surplus of contributions over claims.

Although 281 fewer sickness claims were dealt with, they accounted for a reduction of only £133 on the total amount paid out in benefit, and the average amount of benefit per member was £8 13s. 10d., compared with £7 19s. in 1947. 608 claims had been paid under the Hospital Scheme, involving £8,711—a reduction of about £300 on the 1947 figure.

The "Rest" Fund allocation had been maintained at 7d. in the shilling, but it was unlikely that so large an amount would be available during the current year. The deficit on the management account had to be faced and the cost borne, in the main, from members' contributions. Administration costs had increased, but ever since the various schemes were inaugurated—in the case of the sickness scheme more than twenty years ago—the management fee had remained at threepence a month. The amendment to rules—to which the meeting agreed—would provide for combining contributions with management fees and allowing for a deduction of up to 15 per cent. a year to meet management expenses. Members also agreed to reduce the rate of interest allowed on Deposit and "Rest" accounts from 2½ per cent. to 2 per cent.



THE DOIN' O'T

by Tobias

A.P.C.: We take that for granted. But surely even you must have had your sober moments.

TOBIAS: Rather. But a hair of the dog soon put that right... As a matter of fact, we passed some jolly interesting motions. Of course, they were mostly approved by the N.E.C., who would have put them into effect in any case. But there was one—the chap had a frightfully loud voice—no need for a microphone—I remember somebody shouted “Speak up!”—it was really killingly funny—

C.P.C.: But what did he say?

TOBIAS: Dash it all, you don't expect me to remember everything... Then there was something about Equal Pay and plastic noses for the N.E.C.—and somebody said something about gnashing nationalised teeth—jolly topical, what?

INTERRUPTION FROM THE PUBLIC GALLERY (George): What has all that tripe got to do with Conference business?

TOBIAS: As a matter of fact, it was so darned cold that if we hadn't had a little light entertainment—unintentional (?) blue jokes went down awfully well—everybody would have packed up and gone home.

C.P.C. (with heavy sarcasm): Couldn't they have transferred the Conference to the Star and Garter?

TOBIAS (in deadly earnest): At one point they dashed nearly did... But the real reason I went to Conference instead of Rufus was—

A.P.C.: Never mind that now—get on with letting us know what you *did* when you got there.

TOBIAS: Only a week before Conference Rufus said to me—

C.P.C.: Oh, you're hopeless!

So I was left alone to muse on the foreign territory which I had visited. Like a number of other NALGO members, I had been accustomed to think of Scotland as a bare hinterland, inhabited by shaggy-bearded creatures, whose sole garment consisted of something not unlike the old skirt which my wife wears for house-cleaning. Therefore it seemed to me a matter of no great injustice that the Scottish Charter should be inferior to the English one, and that these half-tamed creatures should lag a year or so behind us for every bonus or award.

As a result of my Conference visit, however, I now know that there are some Scottish NALGO branches besides Glasgow, and that Scotland contains examples of civilisation ranging from the smooth-rivered woodlands of the Border to Aberdeen's granite college which (frowned on by some modern architects) took me back to the fairy castles from which I used to rescue imaginary princesses...

“Hey, Tobias!” Daffy broke into my reverie. “Did you meet anybody in Scotland with the second sight?”

She is well-known as an addict of fortune-tellers, astrologers, and even weather forecasters, and so I was delighted to be able to oblige.

“Why, yes, I did happen to run across an old boy who insisted that he could see into the future. Of course it was about the tenth round, so he may have been exaggerating—or even my own recollection may be at fault—”

“Go on, go on,” she breathed.

So I told her about a wild-eyed Gael who claimed he could see in the future an enormous body, still known as NALGO, but its initials now signifying ‘Normous Agglomeration of Loosely Garnered Oddments.’

“Is it by any—hic—chance,” I asked him, “under One—hic—Umbrella?”

“Yes, yes.” He paused only long enough to swallow his eleventh drink. “And a fe big umbrella too—more like the kilt of MacFarlane that got so puffed up with own importance that the kilt on him would cover all the land—and the water as we from here to—”

“Er—you were talking about NALGO—”

“Ach yes, so I was. Well, it's a queer monster I am seeing—the number of legs it would make me think I was drunk to looking at them, if I didn't know I was sober as you are yourself. One of the is called *Health*, one is *Electricity*, one is *C* one is *Transport*. And it's growing a new called *Water*—”

“That puts a different complexion things. Ha, ha!” I said.

“It still has a great bloated body,” he continued, “called *Local Government*. And ab once a year, when the creature tries to st up, every one of the legs is kicking out itself in a different direction from the other. “I suppose,” Betty interrupted my account of the Great Prophecy, “that the creat

It all began when young Betty met the District Officer. As usual when he visits our town, he had kept his presence a close secret lest, by the exercise of some of our rights under that democracy which was firmly denounced as a Red Herring by a delegate at the recent Conference, we should try to interfere with any of his excellent efforts on our behalf.

Any of the rest of us, meeting him in such circumstances, would have been rewarded by a puzzled recognition, indicating that he remembered our names all right, but simply couldn't put his hands on our faces (much as he would have liked to do so!) But young Betty, in the charmingly-frilled tea gown which a brief spell of summer weather gave her a chance to wear at the office, was somebody that even the most hardened D.O. would have liked to be seen with.

After an exchange of compliments, she asked the inevitable question: “Did Rufus make a great speech at Conference?”

“Rufus? You mean Tobias—I didn't actually see him at Conference, but he was knocking around. Ask him how many drinks he stood the N.E.C., and how much they told him in strictest confidence.”

Taking a mental note of this, Betty persisted: “Was it a good Conference?”

“Oh, not bad. They didn't do anything, thank goodness...” With a last charming smile, he went off to continue his unstinted service for our welfare.

When I came back from lunch I found the office in an uproar, everyone wanting to know in the first place why Rufus hadn't gone to Conference after being elected to do so, and in the second place why Conference had done nothing after the expense of sending delegates so far north as Aberdeen.

“And what about the Scots having to go to Bour-nemooth?” I said with a Conference-borne upward tilt to my voice. “But anyway, it's rubbish to say we did nothing. Why, the debate on W-g-s P-I-cy alone was worth—”

“And what was the result?”

“Oh, I'm not allowed to tell you—it's most frightfully hush-hush. I mean, you must see how it would never do to let you know whether you're going to get bigger salaries or not...”

As the ensuing conversation was conducted with all the sweet ruth of a Government enquiry into alleged bribery of alleged Cabinet ministers, I may as well quote it in dramatic form.

CHIEF PROSECUTING COUNSEL (Betty): Well, what else did you do, besides sneaking out for cups of tea every five minutes.

TOBIAS: I protest. One doesn't “sneak”—one stumps out, as one has a perfect right to do, calling loudly to one's friends, and feeling that the whole thing would be quite a pleasant affair, if only chaps wouldn't get up and jaw through the mike.

ASSISTANT PROSECUTING COUNSEL (Sackbutt): O.K., what else did you do?

TOBIAS: Well, there was the Star and Garter—

This Local Government!



“Well, if it is really the wish of the meeting I will withdraw my proposal.”

hadn't a trunk in front? And it would by any chance be coloured pink?”

“Good gracious, no,” I said, shocked. was decidedly blue in colour, except for occasional purplish spot, where some red attempted to percolate locally. But it had made the slightest impression on the creature as a whole...

Actually, the most important recollection Aberdeen concerns a song which I heard sung by a member of the local NALGO branch. It bore some resemblance to another so Duncan Gray came here to woo, Ha, ha, woin' o't—apparently written by a third-rate poet called Burns, who happened live in Scotland. But the words as I remember them were:

Nalگو chaps came here to do,

Ha, ha, the doin' o't!

In intervals of gettin' fu—

Ha, ha, the doin' o't!

N.E.C. in days to come

Must prove if we were right to roam

Or might as well have stayed at home—

Ha, ha, the doin' o't!

By the way, the real reason Rufus did go to Conference was that he had some of private intimation that Aberdeen's offer of reception to Conference delegates was to be a teetotal one.

board (Bristol and North Somerset sub-area),
2,533 (since resigned).

B. J. Walpole (Torks.)

CONFERENCE MEETINGS (I)

On this and the next three pages we report the proceedings of the six sectional meetings of branch education secretaries

and public relations officers, and delegates of electricity, health, and transport staffs, held at Aberdeen on June

Fuller Use of Training Facilities Would Help Members Solve Their Salary Problems

CALLING for a revival in education work and post entry training, A. E. ODELL, N.E.C., presiding at the meeting of branch education secretaries, said: "I am certain that there is little need for our members to stay in the general division if they will only take the trouble to equip themselves for higher posts."

In the local government and other public services there were many positions open to those wise enough to take advantage of the training facilities available. But, although those facilities had greatly increased, members were not using them as readily as might have been expected. In many cases, offers by local authorities and NALGO district committees to assist members to attend week-end or summer schools had been neglected—yet if more members seized the opportunities open to them, there would be less complaint of inadequate salaries. Much more had to be done to stimulate interest. Could not a few more people be found ready to sacrifice their leisure to join in the work?

Committee's Busy Year

Describing the education committee's policy and work during the year, Mr. Odell reported that it had:

- Urged (though without success so far) that the local government N.J.C. should set up a separate committee to deal with purely educational matters;
 - Secured additional representation on the Local Government Examinations Board;
 - Won the right to make direct representations to the NALGO members of the N.J.C. without waiting for N.E.C. approval—a change that should save much time;
 - Drawn up proposals for further modifications of the promotion examination during the next three or four years;
 - Pressed the N.E.C.'s policy that the intermediate examinations of recognised professional bodies should be recognised as alternatives to the promotion examination;
 - Held an outstandingly successful summer school in Holland and was planning others at Oxford, Exeter, and St. Andrew's;
 - *Called together all area education secretaries for discussion and mutual help and encouragement; and
 - Begun the thorough overhaul of the NALGO Correspondence Institute.
- Enlarging on the last point, Mr. Odell pointed out that little attention had been given to the Correspondence Institute during the war, apart from the day-to-day work necessary

compare favourably with those of commercial undertakings.

A big step forward had been made by four Metropolitan provincial joint councils, which had set up an education joint council of employers and staff and agreed on a basic scheme of post-entry training for adoption by local authorities under the Charter.

There had also been an interesting development in the South Western area, where the area education committee was acting as the education committee for the provincial joint council. Other districts were considering the establishment of sub-committees for their educational work.

Opening a discussion on the reasons and remedies for apathy, H. W. SEXTON, Lancashire, questioned whether branch secretaries were doing enough to inform junior members of the facilities available, or whether, without a lead from the N.J.C., provincial joint councils would do much on their own.

P. W. ENGLISH, Metropolitan district, suggested that it was necessary to educate the employers. In London they had invited members of the employers' side to attend a summer school at the expense of the district committee—with gratifying results.

H. F. HUGHES, Preston and Fylde area education committee, commended the organisation of a week-end school as a revision course for promotion examination students.

H. F. NOYCE, Southern district committee, reported that the Southern provincial joint council had set up an education sub-committee, as a result of the initiative of the district education committee secretary, who had interested the employers and invited them to a summer school. The sub-committee's first action had been to offer two scholarships to forthcoming summer schools as prizes for essays, but, unfortunately, only two essays had been submitted and the committee now had to find out who was at fault—the branch secretary, the education secretary, or the members.

Too Much Change of Policy?

T. E. SMITH, West Midland area education committee, ascribed the prevalence of apathy to "the continual change of policy." There had been a deferment and a modification of the promotion examination and they still did not know whether intermediate examinations would be accepted as alternatives. When there was a firm policy, and they could say to members, "You must do this and this, or you will not get promotion or wage increases," then they would be interested. To this, J. M. NICHOLSON, North Riding, added that, in his view, the jump from the general to the clerical division was too small to induce some members to take the promotion examination.

A. F. ENSOR, Brighton, thought that the promotion and technical examinations took too long. A man who spent too much of his spare time over books was liable to get into a groove. What was needed was an education policy that would give qualifications at a fairly early age and get the whole thing over in two or three years, so that the officer could live a full life thereafter. The officer must, he added, amid cheers, be allowed to mix with people, go to symphony concerts and art galleries, and have freedom to do the things he wanted to do.

J. S. T. WILLIAMS, Wednesbury, suggested that members would not bother about education so long as it remained possible—as it was

to-day—to get promotion without taking promotion examination—to which F. NORWICH, added that he knew of instances in which the man who had not taken the motion examination was given preference to those who had.

Asked what was being done for members of the electricity industry, the chairman said there would be lectures on the electricity services at the Exeter Summer school by HENRY SELF, deputy chairman of the B.I. and correspondence courses on electricity supply law had been provided in preparation for the examinations of the Chartered Institute of Secretaries and the Corporation of Certified Secretaries.

Another speaker complained that the use of the word "illiterate" in the report on certificates submitted in the 1948 promotion

NALGO wants:

An Assistant District Officer

Applications are invited from men and women for the post of district officer on Grade V of the Association's scale—£530 to £580—commencing point depending on experience and qualifications. The appointment will be subject to one month's notice on either side; a superannuation scheme is in operation.

The successful candidate will be required to organise local government and public utility health service staffs, to attend meetings, and represent the Association before local authorities and other bodies. Organising experience, energy, enthusiasm, and ability in public speaking are essential, and a knowledge of local government or of the public utility and health service their functions and procedure, is desirable. Reasonable travelling and subsistence allowances will be paid.

Applications, giving full particulars of education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent Park, London, N.W.1 by August 31.

Canvassing members of the National Executive Council will disqualify.

New N.C.I. Courses!

Details of new courses provided by the NALGO Correspondence Institute as a result of the reorganisation reported on this page will be published next month in "Local Government Service."

to keep it going. The committee had considered its future, had recommended that it be continued, and hoped to make it the best of its kind in the country. The courses were being re-written and the fees re-examined. Although the Association had no desire to make a profit out of the Institute, it was only fair to members that it should operate on a proper economic basis and provide the best possible service. It was hoped that the fees would

examination, was "ill advised and never to have been used," but A. E. NORTROP, vice-chairman, N.E.C. education committee, replied that the education committee thought it best to let the matter drop. The committee had not seen the examination papers whereas examiners who made the report

On another point, Mr. Nortrop assured meeting that there was no policy-making by Examinations Board. If it had any proposal to put forward, it took them to the N.J.C. which alone could accept or reject them.

Even in the N.E.C., Mr. Nortrop confessed, divergent views were held on the acceptance of intermediate examinations for promotion from the general division. Some considered that the intermediates should qualify for promotion to A.P.T. III or higher clerical others that they might eventually be recognised "right through." That was a matter to be thrashed out. At the moment, N.J.C. was pledged to the policy that the first only would be recognised. It had conceded the intermediate of the I.M.T.A. for a period of four years from January 1 next, provided the I.M.T.A. was prepared to modify syllabus, and the examinations committee which advised the Board, was prepared to make other examining bodies to discuss similar concessions.

CONFERENCE MEETINGS (2)

NALGO Can Claim Great Credit For Health Service Improvements"

NALGO has done a good job of work at national level for the health service people," G. W. PHILLIPS, the Association's organiser for health staffs, told the meeting health service delegates.

The Association had played a leading part, and Mr. Phillips, in the health staffs negotiating machinery, and could claim a big share of the credit for its achievements.

The staff side of the administrative and clerical functional council had under review salaries of every grade of officer covered it. The council had already considerably improved the salaries of secretaries and deputy secretaries of hospital management committees and, though unsuccessful in raising the £700 ceiling, had induced the management to agree that small hospitals and cots in maternity hospitals and wards should count the calculation of points, on which salaries are based. Further, a claim had been submitted on behalf of secretaries of regional hospital boards, and negotiations respecting salaries of senior officers of executive councils were expected to lead to a satisfactory agreement soon.

A.P.T. and general and clerical grades had not been forgotten. The staff side had pressed a claim for these grades and was urging immediate consideration.

Draft amending regulations for superannuation were being considered, and NALGO's chief officer, W. C. ANDERSON, had been consulted by the staff sides of both administrative and clerical and nurses' and midwives' functional councils.

Students' Status Recognised

Even more activity and achievement could be reported of the nurses' and midwives' functional council. All student nurses other than student nursery nurses had benefited financially from the council's settlements. They were relieved of financial pressure and their status as students had at last been recognised. The staff side had secured the employers' acknowledgment that, in her training hospital, the student nurse was, in fact, a student and not somebody whose chief task was to clean the floor and dust the shelf.

For the trained general nurse up to the rank of ward sister, they had negotiated scales which, for the first time, were "somewhere nearly equitable."

Now they were seeking to benefit other groups of nurses. Scales for public health nurses and midwives had been carefully considered; and those for mental nurses were being worked out on the basis of the general nurses' settlement. Later, nursery nurses could receive attention.

It was likely that, before long, dental nurses and assistants would be brought within the review of the council. If they were, they would rely upon NALGO to appreciate their needs and watch their interests.

Turning to the professional and technical grades, Mr. Phillips declared that NALGO could represent them in trade union affairs as no other body could. Schedules of proposals for improving the salaries and conditions of all grades would be placed before the management within the next week or so.

Perhaps the outstanding event of the year, continued Mr. Phillips, had been the establishment of the General Council—a body representative of all functional councils. Though no organisation had been granted direct representation, NALGO had secured three seats

by virtue of the fact that its representatives held the chairmanships of the staff sides of certain functional councils.

It was the task of the General Council to set up appeals machinery throughout the service. Two forms of the appeals machine were likely—one for disciplinary matters and another for grading and service conditions. The staff side would insist that, on any local disciplinary or appeals machinery set up, either at hospital or regional level, the staff side should be formed from representatives of the organisations having seats on the several functional councils.

The administrative and clerical functional council had already taken action to set up temporary appeals machinery of its own within the next two or three months, pending the establishment of the general machinery.

Mr. Phillips then drew attention to the great difficulties under which negotiators worked at the present time. The management side was less concerned with the inherent merits of a claim than with the national economic

condition and the cost of suggested improvements in salaries. He thought that NALGO should approach these problems with its traditional spirit of responsibility and understanding, and should do nothing to upset the general economic plan.

Recruitment was good in patches. The Metropolitan district showed up well and the South-Eastern and other districts were also making good progress. There were, however, some districts in which members would have to bestir themselves if they were going to build up so influential an organisation as existed in other spheres of NALGO's work. He described steps taken to encourage the formation of district consultative committees and promised that, as soon as these had been established, a national consultative committee would follow.

Replying to questions, Mr. Phillips said that the N.E.C.'s policy that there should be separate branches for health staffs was based on the fact that their conditions of service were determined by a separate joint council.

L. BEVAN, chairman of the N.E.C.'s service conditions committee, presiding, said that he did not think NALGO would recruit the voluntary hospital staffs until it did form separate branches.

Transport Recruitment Speeds Up : Ready for "Hard Fight" Ahead

PROGRESS in recruiting transport staffs and the difficulties of negotiating for them were discussed at the meeting of transport service delegates.

Referring to the outcome of negotiations for the staffs of docks and inland waterways, JOHN LANCASTER, NALGO's organising officer for transport staffs, said that an interim agreement had been reached which, though bringing substantial increases to many, was by no means all that could be desired.

Despite the fact that NALGO's membership was 400 out of a potential 600 of the staffs concerned, there was no Whitley machinery and negotiations had, as a result, been hamstrung.

NALGO was making good progress in the recruitment of road haulage staffs, having in six weeks increased membership to 3,000—more than half those taken over by the road transport executive. Its efforts to recruit "company" road passenger transport staffs had been "absolutely successful." "The municipal undertakings represent between 45 and 50 per cent. of the passenger transport staffs in the country," he added, "and with all of them in membership and the staffs of the company undertakings, too, we shall be in a position to claim majority representation when transport staffs' Whitley machinery is set up."

"Keep on talking of NALGO to the people in company undertakings," he urged. "A few have an abject fear that they will be victimised or penalised by joining any organisation, but they can lose nothing by joining NALGO."

Mr. Lancaster then turned to the "very vexed" question of inspectors. Inspectors' salaries and conditions had been ratified recently, but the increased overtime for Saturday afternoon and Sunday, now paid to platform staff, had whittled down the difference between inspectors' and drivers' pay from the pre-war 14s. or 20s. to a mere shilling or two. Some inspectors were, in fact, not so well off as were drivers and had decided to go back to the wheel.

Consultative committees were being set up in each district and some were already working well. Later, they would form a national

consultative committee to consider and advise the N.E.C. on transport staffs' problems.

Also referring to the docks and inland waterways agreement, J. E. N. DAVIS, NALGO's chief organising officer, said that the attitude of the executive's representatives was that the large majority of present and potential administrative and clerical staffs in the employ of the transport commission were railway staffs. For that reason, negotiations had to be based on the scale of salaries applicable to railway staffs. "I fear," he warned, "that when the municipal transport staffs come under the control of the Commission, we shall have a hard fight to ensure that their standards are not reduced to those of the railway clerk."

In the discussion, W. KENYON, Liverpool branch secretary, expressed concern at the number of separate branches being formed; there were now five on Merseyside.

S. E. SHALLICE, Manchester, said that his branch had decided that to split NALGO into separate sections would ultimately break it up, and G. HEYWOOD, Leeds, added that formation of separate branches was a big stumbling block to recruitment.

Putting the opposing view, G. A. THOMAS, Crossville Motor Services, thought that the formation of separate branches now might help to get more members. In company undertakings, they had not the same freedom of negotiation as they had in municipal offices, and, if the staffs of these undertakings wanted to form separate branches, they should be allowed to do so.

With this, Mr. Davis agreed. Where there was a desire to form a separate branch, no objection should be raised. Neither should they object to the continuance of a composite branch.

The meeting recommended the setting up of transport consultative committees to consider the whole question of transport on the same lines as electricity and gas. Welcoming the resolution, Mr. Lancaster said that the salaries and conditions of transport staffs could no longer be based upon those of manual workers. Transport staffs now had to stand on their own feet and say they would no longer permit their conditions of service to be regulated by platform staffs and that they wanted salaries compatible with officer status.

CONFERENCE MEETINGS (3)

Gas Officers Will Have to "Fight Every Inch" for Better Conditions

"WE shall have to fight every inch of the way to get for ex-company gas staffs what is enjoyed by their ex-municipal colleagues," said P. ASHEN, N.E.C., and member of the gas N.J.C., presiding over the meeting of delegates in the gas service.

As nationalisation went on, the expense mounted and, he feared, the services that came third and fourth would suffer.

J. E. N. DAVIS, NALGO's chief organisation officer, and staffs secretary of the gas N.J.C., thought that their best weapon would be the standards already negotiated for the sister-service, electricity. He hoped that it would be possible to win for NALGO's gas members what had been won for those in electricity.

At the same time, conditions in the two industries were not identical. In electricity about 60 per cent. of the administrative and clerical staffs were transferred from local authorities and 40 per cent. from companies. In the gas world, roughly 60 per cent. came from company staffs and 40 per cent. from municipal staffs. That meant that the salaries and conditions of service of the majority were, with one or two notable exceptions, substantially below Charter standards. Such a position was due largely to the fact that municipal staffs had had sense enough to be organised by NALGO, whilst company staffs, again with few exceptions, had not in past years seen fit to practise the methods of trade unionism.

NALGO wanted to secure national scales for gas staffs, but negotiations for manual staffs in the gas industry had always been conducted on a district basis and the employers were anxious to adhere to that practice in settling officers' salaries.

When the National Joint Council was formed, NALGO could not speak for all gas staffs, since the British Gas Staffs Association claimed a membership of at least 12,000 in companies, largely in the London area. The staff side of the Council originally had 22 seats: of these the B.G.S.A. held ten, NALGO seven, the N.U.G. & M.W. three, the T. & G.W.U. one, and four other unions one between them. Now, each of the four unions which formerly shared one seat were to have one seat each. But NALGO's minority on the Council was offset by its good relations with other unions holding seats.

Separate Council For Managers

The settlement of salaries and conditions for managerial grades would be the task of a separate machine which the employers wanted to set up to cover all whose salaries exceeded £700 or £750. The staff side thought the figure should be much higher than that. It had agreed that the officers should be represented on that council by the Gas Engineers' National Guild, the British Gas Staffs Association, and NALGO.

At the other end of the scale, there was the problem whether a man was an officer or a servant. The representatives of the staff side had had discussions with representatives of the Joint Industrial Council for manual workers to try to hammer out an agreement. The view of the Gas Council was that there should be a special joint body representative of the manual and non-manual joint councils to deal with this section of employees.

NALGO had felt it desirable to leave holidays, sick pay, and similar matters until the new negotiating machine was firmly established. "The unsatisfactory scheme that the Gas Council has offered represents a gain

to many company staffs, and we feel, therefore, that, since it is purely provisional, we ought to accept it," Mr. Davis added.

NALGO had recently drawn up and approved constitutions for a national consultative committee and regular consultative committees in the provinces. He hoped that the constitutions would be broadly approved and that the committees would be of as great advantage to gas staffs as he was sure they were to their colleagues in electricity.

"During the next twelve months," he concluded, "we shall have a very difficult task in securing all the salaries and conditions that you would like, but we shall do our level best to persuade the employers that, since the conditions conceded in the electricity field are regarded as reasonable by the British Electricity Authority, they should be regarded as reasonable for the gas industry, too."

L. A. GARRATT then addressed the meeting for the first time as NALGO's new organising officer for gas staffs.

Electricity Staffs Review Overtime, Grading Organisation, and Welfare

THE big strides forward made by NALGO in the organisation of electricity staffs and the fences yet to be taken were discussed by L. G. MOSER, the Association's organising officer for electricity staffs at the meeting of delegates interested.

Branch reorganisation had been completed, he declared; more than 250 electricity branches and groups had been formed; the N.J.C. and its committees had had regular meetings; the district joint councils, with NALGO in a complete majority, had done good work; the staff committees had been set up, with NALGO holding 590 out of 658 seats; and the Association's district and national consultative committees had been constituted to advise the staff sides at district and national levels and submit recommendations to the N.E.C.

True, they had had to learn to use the new machinery, but he thought they had now passed the apprentice stage and become real craftsmen.

Some proof of this was to be found in what had been accomplished. They had introduced an interim general clerical scale and scales for shorthand - typists, typists, and machine operators bringing "solid economic advantages" to many. They had secured an extended scheme which, despite difficulties in its application, had brought benefit to large numbers and loss to none. Finally, there was a sick pay scheme and a holiday agreement better than any other to which NALGO had ever been a party.

They had, however, been less successful in securing overtime above the general clerical scale. They had done the best they could and had obtained more than the employers had wanted to give, together with an assurance that the subject was open for further discussion when the final agreement was negotiated. In the meantime, representatives on the district joint councils could help by getting recommendations sent up to national level whenever possible.

There was one word of warning he wished to give. Had they reached the stage when they should ask, "Are we wise to press this much further?" Might they not lose in other directions if they pressed the overtime question too hard? For example, employers were in some difficulty over holidays for younger

"The gas industry," he observed, "is centralised more than any other national industry. It has area boards which are completely autonomous and a Gas Council which has a directive and advisory function only, the area board being autonomous in its work and set-up."

For these reasons he considered that difficulty might be met in negotiating national scales.

In the following discussion, A. BLUE, Glasgow, asked for an assurance that NALGO would insist on a national scale. Mr. L. replied that they would fight hard for it. He all wanted a national agreement. But as a regional employer was prepared to improve conditions, was there any reason why a regional improvement should not be accepted with prejudice to a national agreement?

Speaking on branch organisation, T. FRILEY, Manchester, said he could sympathise with gas members who were against forming separate branches, particularly where there was only a handful of them and they would feel isolated away from other members of the Association, but he thought that they would be compelled to do so because they would find that their conditions would diverge from those of other sections of members.

members of the clerical staff. How could employers justify a longer holiday for them than for older craftsmen when the former worked less hours, were paid overtime and some cases received higher salaries?

Difficulties had also arisen over the application of grades under the extended scheme. These had deliberately been loosely defined and differences of opinion between staff and employers as to what was the right grade were to be expected, but in some areas the difference had been much too great. An example was London, where the Board's grading proposals were withdrawn in their entirety within three weeks of their issue as pressure had been brought to bear through the district joint council by constitutional means.

Whitleyism More Effective

He thought that all concerned with London negotiations were to be congratulated firstly on what they had achieved, and secondly for demonstrating so admirably that the Whitley machinery could work quickly if properly used (*hear, hear*). Much more could be done through the right machinery, he added, by holding mass protest meetings and sending telegrams to Lord Citrine (*cheers*).

Determination and a good case were secrets of success. The grading scheme of the London Board was demonstrably not in accordance with the decision of the N.J.C. He knew that there were real grounds for dissatisfaction in other areas and some were tempted to follow London's lead. But before that was done they must be able to prove, as London had done, that their scheme did not comply with N.J.C. provisions, and he advised them to themselves whether, in fact, their complaints could not be more effectively remedied by individual appeals or by discussion between the union representative and the Board on blocks of gradings. To follow London and fail might do great harm.

Lack of negotiating machinery for managerial staffs was also causing concern. It had still not been possible to agree which grades should be covered by the new body. The B.E.A. wanted only one union to be represented on the staff side, but in view of

(Continued on page 442)

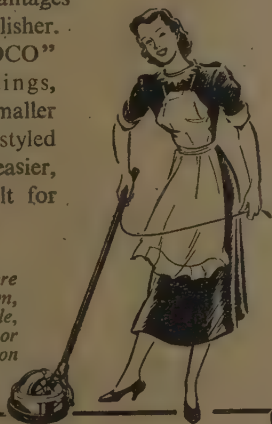


Polish your floors
the *Easier* way!



Better results obtained in a fraction of the time taken by hand polishing, with an immense saving in labour costs . . . a surface that can be kept clean with the minimum effort . . . a finish that protects and enriches your flooring*—these are some of the advantages of using a TRUVOX Polisher. TRUVOX Polishers ("OCO" models for large buildings, "JUNO" models for smaller areas) are the attractively styled modern machines for easier, one-hand operation, built for efficiency and reliability.

★ TRUVOX machines are ideal for parquet, linoleum, wood boarding, tiles, marble, rubber, asphalt, terrazzo or other smooth composition surfaces.



TRUVOX ENGINEERING CO., LTD.
Exhibition Grounds Wembley Middx.

Please send full details of *OCO, JUNO
Floor Polisher. *Cross out one not required.

Name
(IN BLOCK LETTERS)

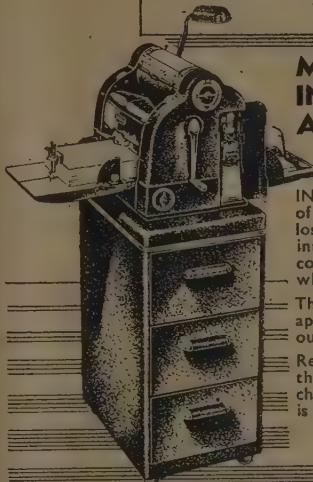
Address

L.G.

TX1 60A

Gestetner 160 EXPRESS

ELECTRIC DUPLICATOR



**MOST ECONOMICAL
IN THE LONG RUN . . .
And in the short run too**

The unique new inking method known as EXPRESS INKING ensures that not a drop of ink is wasted, not a minute lost. A tube of ink is clipped into position and the inking controlled by a vacuum pump which draws out every drop.

The correct amount of ink is applied to the right place without stopping the machine.

Replacement of empty tubes is the work of a few seconds; to change the colour of the ink is a quick and simple job.

Write for leaflet 160.

A triumph by the World's leading Duplicator Specialists

GESTETNER LIMITED • ALDWYCH HOUSE • ALDWYCH • LONDON • W.C.2

if you want to
get ahead...

GET A HAT!

(ask your girl friend)



CONFERENCE MEETINGS—IV

(Continued from page 440)

number of posts which now seemed likely to be covered, NALGO would not agree to this. The B.E.A. had conceded that, if NALGO could show a substantial membership amongst the grades concerned, consideration would be given to its claim to appear on the staff side.

There were also intricate problems of demarcation between the National Joint Board and the National Joint Council, but Mr. Moser was certain that they would be solved amicably.

It was most disappointing that the target date for the permanent salaries agreement could not be set before April 1, 1950, but the time taken to apply the interim agreement, the incomplete state of organisation of the Boards, and the fact that in many places establishment was still undecided, had held up progress. On the credit side, the Boards' members had agreed to consider granting increments under the interim agreement.

There was no progress to report on such matters as staff concessions and bonuses. The B.E.A. wanted to be rid of them and, since NALGO believed in national scales and conditions, he supposed that it must agree that the existing position, with some people enjoying concessions and others not, could not continue indefinitely. Although one did not want to lose privileges, the important thing was to ensure good salaries and good service conditions (hear, hear). For the time being, at any rate, all existing privileges would be continued.

New Advisory Bodies

Referring to the formation two months earlier of the National Joint Advisory Council to consider the education, training, health, safety, and welfare of all workers, manual and non-manual, in the industry, Mr. Moser said that separate committees had been set up to deal with each subject.

It was hoped that district joint advisory councils would hold their first meetings that month. There would be one district council for each area, representing all three categories of staff and allowing each union one staff side seat. One of the district councils' first tasks would be to bring local joint advisory committees into being.

He felt that these new advisory bodies would provide a great opportunity for the staff to bring forward points on matters affecting day-to-day conditions for which, hitherto, there had been no machinery.

The chairman, T. NOLAN, N.E.C., briefly describing the organisation of the N.J.C., said that there were co-ordinating committees with the other negotiating bodies in the industry, which dealt with matters of mutual interest, and a negotiating committee which had special sub-committees for legal, commercial, accounting, secretarial, and other groups.

The following opinions emerged from the ensuing discussion:

P. H. SEEL, *Southern No. 1*—The general division maximum should be reached at 30 instead of 32 with merit increments after two, three, and five years.

W. JONES, *Tees Sub-area*—There should be a definition of posts attached to the permanent scales next April to prevent "slap-happy" application.

C. R. GIBSON, *Bristol*—The N.J.C. staff side should consult with branches before settling permanent scales.

G. E. MORRIS, *North East London*—Headquarters should seek information from districts on the failings of the interim scheme.

H. WAYMAN, *London (Southern)*—Success on recent negotiations had been due to NALGO's "excellent machinery."

F. H. NEWMAN, *North East London* (and other delegates)—An agenda should be prepared for future meetings of electricity staffs.

Telling Members About NALGO is No Public Relations Priority

"MANY new members are coming into NALGO who are interested neither in public relations nor in the Association for its own sake," declared J. P. PHOENIX, vice-chairman of the N.E.C. public relations committee, when he presided at the meeting of delegates interested in public relations.

Such members, Mr. Phoenix added, were concerned only with building up a strong trade union organisation for the fight to come. It was primarily in their interests that the Association's public relations policy had been expanded. There was nothing new about it—it was just a shifting of the emphasis from telling the citizen about local government to telling the member more about NALGO and the citizen more about NALGO members and their work.

At the same time, Mr. Phoenix urged, it was essential to continue the original policy of developing public interest in the public services: NALGO had put so much work into that policy and had received so much benefit from it, that it would be foolish to "pour the whole lot down the drain." But the basis had to be broadened from local government to one including health, electricity, gas, and other public service staffs.

Points made in the discussion, together with replies given by ALEC SPOOR, NALGO's P.R.O., included:

The NALGO filmstrip on local government compared poorly with commercial filmstrips—The strip was not a NALGO production, but was prepared by the British Council for showing overseas and put out by NALGO in this country as an experiment. It had been used by hundreds of schoolteachers and all had spoken highly of it, while it had been strongly commended by various educational periodicals.

Branch P.R.O.s should work more through local organisations—Agreed! This was particularly so where the branch had compiled a panel of speakers, who would find a ready-made audience amongst local organisations.

The voluntary branch officer lacked time to pursue P.R. work effectively: it was a job for the professional whole-time man—The fact that many branch P.R.O.s were doing such fine work today effectively disproved this statement. Of the 300 local exhibitions held in the past four years, most had been initiated by branch P.R.O.s. They could make a modest start with small resources and encourage the local authorities to follow and improve upon their lead.

There was a growing feeling that LOCAL GOVERNMENT SERVICE was no longer the member's journal but was becoming the mouthpiece of the N.E.C. or of departments of Headquarters.—"L.G.S." was not the N.E.C.'s mouthpiece. N.E.C. members rarely contributed to it—and when they did, under the

pseudonym of "Critic," readers often demned them because they criticised Association policy! The N.E.C. had little to do the production of the journal. But members had asked for fuller reports of N.E.C. activity and more articles on service conditions; naturally, those reflected the views of N.E.C. or of the service conditions experienced by Headquarters. At the same time, a member was free to write for the journal.

LOCAL GOVERNMENT SERVICE was thrown away unread—We can no more expect every one of our 200,000 members to read journal right through than we can expect to read every word of their daily newspaper. The important thing is that the journal should contain the information they should have.

Eleven Members in Kin Birthday Honours

THE names of at least eleven members of NALGO appeared in the Kin Birthday Honours, published in *J. One*, Mr. G. J. SHERRIFF, county clerk, treasurer of *Stirlingshire*, who was appointed Commander of the British Empire, died 24 hours after the news of his honor had been published, and an obituary notice appears below. Other members honoured included:

C.B.E.

J. F. CARR, M.B.E., J.P., director of education, *Stoke-on-Trent*.

O.B.E.

H. T. PERRY, chief sanitary officer, *Kings-on-Thames*.

R. G. RICHARDS, F.C.I.S., county welfare officer, *East Sussex*.

W. D. RITCHIE, director of education, *Selkshire*.

M.B.E.

F. M. ANDREWS, M.I.C.E., land drainage engineer, *Thames Conservancy*.

J. BIRTWISTLE, housing consultant, *Northwich R.D.C.*

A. E. RICHARDSON, fuel overseer, *Dewsbury*; SARAH SHAW, municipal midwife, health department, *St. Helens*.

H. SNAPE, A.M.I.C.E., divisional planning officer, *Southern division, Devonshire*.

G. M. SPARROW, J.P., chief administrative officer, *Stevens Development Corporation*.

Many members will wish to join in congratulating Sir WILLIAM JONES, C.B.E., former clerk of *Denbighshire C.C.*, and Sir HOWARD ROBERTS, clerk to the *London C.C.*, who have received knighthoods.

We shall be glad to hear of any other members whose names have been inadvertently omitted from this list.

Obituary

IT is with deep regret that we record the death of three prominent members of NALGO: G. J. SHERRIFF, C.B.E., J.P., county clerk, treasurer of *Stirlingshire*, Mr. Sherriff entered local government in 1930 as clerk, treasurer, collector of *Roxburghshire*, and took up appointment in *Stirling* five years later. He was a keen NALGO member, holding the office of branch president from 1935 until his death. He was also a member of the NALGO Reconstruction Committee, making a valuable contribution to the success of its work.

T. WILSON, county land agent, *Northumberland C.C.*, founder member and president of the branch from 1934 to 1948. He was also a former branch secretary, and treasurer to the *North-eastern district committee*.

J. DIXON, superintendent of works, *Preston*, branch president and, for many years, member of the executive committee.

New A.D.O. for Tyneside

RECENTLY appointed assistant district officer for the North-East is J. D. WILLIAMSON, to whom we extend a hearty welcome. Although only 22, Mr. Williamson has already displayed the inherent initiative and ability of the Scot—he comes from Perth. Called for military service in 1945, after three years in the treasurer's department of *Perth county council*, he rose from the ranks to be captain on personnel selection, served for 12 months overseas, and gained valuable experience in lecturing, instruction, and interviewing.

On his return, he entered the county's new water department, and resumed his interest in NALGO, becoming branch secretary, recruitment convener, editor of the branch bulletin, district committee member, and delegate to the *Aberdeen conference*.

I.C.S. STUDY COURSES

**ensure a
successful
career**



"What makes
good men is . . .
instruction."

—ARISTOTLE

SUCCESS comes to those who know
their own business best and who
can produce practical proof of it.
Countless I.C.S. students have
achieved their ambition by a
course of home study.

I.C.S. prepare you for examinations
in the various branches of Local
Government Service or in any
other business or profession. They
offer postal instruction in a wide
range of subjects. Write today for
a booklet describing any of the
courses you see here, or state your
requirements.

Some of the Examination Courses
on which I.C.S. offer sound
instruction:

**ROYAL INSTITUTE OF
BRITISH ARCHITECTS
ROYAL INSTITUTION OF
CHARTERED SURVEYORS
INSTITUTION OF MUNI-
CIPAL ENGINEERS
EXAMINATION FOR
BUILDING INSPECTORS
INSTITUTE OF BUILDERS
INSTITUTION OF CIVIL EN-
GINEERS
INSTITUTION OF MUNI-
CIPAL ENGINEERS
INSTITUTE OF FIRE EN-
GINEERS**

(I.C.S. students preparing for
Exams are coached until successful)

CUT HERE

INTERNATIONAL CORRESPONDENCE SCHOOLS Ltd.,

(Dept. L.G.6.) International Buildings, Kingsway, London, W.C.2

Please send booklet on your courses in

NAME AGE

ADDRESS



WHICH OF THESE IS YOUR PET SUBJECT?

MECHANICAL ENGINEERING

Gen. Mech. Eng.—Main-
tenance — Draughtsman-
ship—Heavy Diesel—Die-
& Press Tool Work—Weld-
ing—Production Eng.—Jig
& Tool Design—Sheet
Metal Work—Works Man-
agement — Mining — Re-
frigeration — Metallurgy.

AUTOMOBILE ENGINEERING

Gen. Automobile Eng.—
Motor Maintenance &
Repairs — High Speed
Diesel — Garage Mgmt.

WE HAVE A WIDE RANGE OF AERONAUTICAL COURSES AND COURSES
IN FORESTRY, TIMBER TECHNOLOGY, PLASTICS, G.P.O. ENG.,
TEXTILE TECHNOLOGY, ETC., ETC.

One of these qualifications would increase your earning power!
WHICH ONE?

A.M.I.Mech.E., A.M.I.E.E., A.M.I.C.E., A.M.I.P.E., B.Sc.,
A.M.Bric.I.R.E., A.F.R.Ae.S., M.I.M.I., L.I.O.B., A.R.I.B.A.,
A.M.I.H. & V.E., M.R.San.I., F.R.I.C.S., A.M.I.E.D., CITY &
GUILDS COMMON PRELIM. MATRICULATION, ETC.

"ENGINEERING OPPORTUNITIES" tells you the easiest way to get
some letters after your name and describes many opportunities you are
now missing.

POST COUPON TO-DAY

Please send me without obligation a FREE copy of
your enlightening handbook "ENGINEERING
OPPORTUNITIES" and other literature describing
opportunities for self-advancement.

NAME

ADDRESS

SUBJECT
OR EXAM.

BRITISH INSTITUTE OF ENGINEERING TECHNOLOGY
740 SHAKESPEARE HOUSE, 17 STRATFORD PLACE, LONDON, W.1.

Shorthand in 24 hours? 'IMPOSSIBLE!'

thought Mr. J. A. E. Goss, 51 High Street, Brecon, South Wales

**Then he learned the complete theory of Dutton
Shorthand by post in just under 22 hours' study!**

"Before I attempted Dutton's," writes Mr. Goss, "I had unsuccessfully
tried to learn shorthand and am amazed at the time in which I have
picked up the principles of the Dutton system, since I had really given up
all hope of learning shorthand. At first the timing on each lesson looked
impossible to me, but I have seen that shorthand really can be learned in
24 hours or less."

* Original letter, Student Record Card and many similar letters avail-
able for inspection.

This is only one from a bulky file of unsolicited tributes contained in
letters written by students ranging from school-children to 60-year-olds,
expressing surprise and satisfaction at having learned Dutton
Shorthand so quickly.

For a free trial lesson,
without obligation,
and details of how you
can learn shorthand
by post in 12 two-hour
lessons, tear out this
advertisement and
send it with your name
and address to:—

**DUTTON SHORTHAND (Dept. CSF15) 92/3 Gt.
Russell St., W.C.1**

Please send free lesson and full details of postal course,
without obligation.

M
RS.

Address

PLEASE USE BLOCK CAPITALS

DOGS and ROAD SAFETY

ROAD SAFETY ORGANISERS are constantly called upon
to present their message in a new and entertaining manner. The
famous demonstration team of CANINE DEFENCE, com-
prising road-trained dogs and expert demonstrators, does this
in the most effective way. Full equipment is provided, including
miniature roadway, road signs, and Public Address apparatus.
A commentator is included in the team. 200,000 children and
adults have already seen the demonstration this year. There is
still time for a visit to your district.

SOME SUGGESTIONS FOR LOCATION

Schools	Speedway Meetings	Public Parks
Cinema Clubs	Market Squares	Town Halls

For full particulars write to:—

**NATIONAL CANINE DEFENCE LEAGUE,
8, CLIFFORD STREET, LONDON, W.1.**

One of the oldest established houses in the trade

KENDAL & DENT

Watchmakers, Jewellers and Silversmiths.
Contractors to H.M. Government.

Diamond Engagement rings our speciality. Choice selection
Watches, Jewellery, Silver and Electro plated goods, Cut
Glass, Clocks of every description.

ALL GOODS AT KEENLY COMPETITIVE PRICES

10, QUEEN STREET, CHEAPSIDE, E.C.4
(Late 106, Cheapside)

BUSINESS HOURS:—
Mondays to Fridays 9 a.m.—5.30 p.m. Closed all day Saturdays.

Telephone:—
CITY 6921

**176
PAGES
Free!**

LEISURE is well spent in reading for a DEGREE

● One of to-day's problems is that of making the best use of one's leisure hours. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a degree; not merely for the resultant material advantages but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

● London University Degrees are open to all. You need not attend the University. All that is necessary is to pass three examinations: Matriculation (or, if you are over 23, the shorter Special Entrance), Intermediate and Final; you may study for these at home and in your own time.

● Wolsey Hall Postal Courses for the above (and also for D.P.A. and Promotion) examinations are conducted by a staff of 90 University Graduates. These Courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of all difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued free. Fees may be spread over the period of the course.

● Write for PROSPECTUS, mentioning the particular degree or examination in which you are interested, to C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH24,

WOLSEY HALL, OXFORD

Most BOOKS for the NALGO COURSE can be supplied by return.

Order from specialists:

STUDENTS' BOOKSHOPS Ltd.,
4 Trumpington Street.
CAMBRIDGE.

THE SOCIETY OF SECRETARIES OF GREAT BRITAIN, LTD.

Admission on sound experience or
Examination, Local Government and
Public Administration.

PARLIAMENT MANSIONS, LONDON, S.W.1

LOCAL GOVERNMENT AND PUBLIC ADMINISTRATION EXAMINATIONS

Are held in June and December by the
CORPORATION OF CERTIFIED SECRETARIES

For particulars—apply the Secretary
SECRETARIES HALL, 28, Fitzroy Sq., London, W.1

WATCH REPAIRS

promptly executed. Best equipped workshop. Highly skilled workmen. New parts turned and fitted.

FULLY GUARANTEED • ESTIMATES FREE
All watches regulated on ELECTRONIC TIMING MACHINE—the most scientific method known for accurate timing. Post your watch registered to us and you will appreciate the convenience and satisfaction a well-repaired watch gives.

Our Manager, one of the finest watch makers in the country, personally inspects all watches before they leave the workshop.

E. ZEPA LTD., 35, BROMPTON ROAD,
LONDON, S.W.3

Be a Master of English

You are judged by the way you speak and write. Learn how to express yourself fluently and how to avoid embarrassing errors.

Improve your English quickly the Regent way. Many students say that the moderate fee charged for the Postal Course in Effective English is the best investment they have ever made.

Post this advertisement today—enclosing a 2d. stamp—for an interesting 15-Minute Test (with key) and "Word Mastery" (an informative prospectus)—without obligation.

NAME

ADDRESS

THE REGENT INSTITUTE (Dept. 338Q),
Regent House, Palace Gate London, W.8

Free to people who want to write! Test for yours our renowned system of postal tuition by famous writers in Short Story, Article writing, etc. Send 2d. stamp for Specimen Lesson and informative book, "Let Another Income," giving details of exclusive Course by Enid Blyton, John Brophy, Beverley Nichols, Pam Hansford Johnson, Reginald Simpson, etc. School Authorship Ltd., (CR 20), Gloucester House, Charing Cross Road, W.C.2.

AMERICAN MAGAZINES

for hobbies, home making, fashions, etc. Popular Science, American Home, National Geographic, and hundreds of others.

Send stamp for catalogue.

PETER F. HOBSON, (Dept. LGS.),
79 SOUTHBROOK RD., COUNTESS WEAR,
EXETER, DEVON.

Have YOU an account with us? If not,
why not open one?

Our experience is your benefit.
Our Service is at your Service.
Our reputation is your Guarantee.

DEPARTMENTS:

Jewellery, Watches,
Rings, Gifts, Cutlery,
Brush Sets, Ladies'
Clothing, Furs, Fur
Coats, Handbags
and Leather Goods.

Write for New Fashion
Catalogue, Watch Leaflet
and Terms of Business.

No. 573

Lady's Staygold
and Steel Backed
Watch; on fancy cord
dotto strap. Non Mag-
netic and Shockproof.
£9.18.0

10 yrs. guarantee.
Watches from 56/6
to £29.



Phones:

CENTRAL 2188

South Godstone

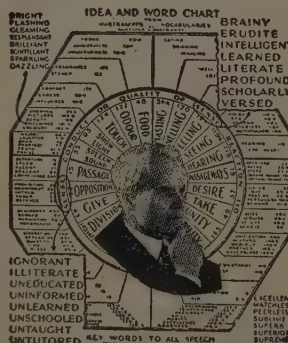
2165 and 3171

E. J. FRANKLAND & Co. Ltd.,

Mail Order Dept. (Desk L), Frankland House, South Godstone, Surrey.
London Showroom: New Bridge Street House, (opposite F.O.),
New Bridge Street, Ludgate Circus, E.C.4.
Hours of Business: 9-5 Saturday: 9-12

GREATEST INVENTION SINCE THE ALPHABET

Send 1d. Stamp
TODAY for a
specimen of
the Idea and
Word Chart
embodied in
a descriptive
brochure.



Gives the RIGHT
word at a glance

Every man or
woman, who uses
words, will find
this Idea and
Word Chart a
priceless boon.
It's a godsend to
all. It gives the
word you want
when you want
it. It provides
brilliant word-
power.
Gilbert Frankau
says:

"... the best ad-
junct that I have
so far discovered—
it is not going to
leave my desk."

Send for your
copy NOW.

PSYCHOLOGY PUBLISHING CO., LTD. (Dept. LG/HY10), MARPLE, CHESHIRE

Thousands of School of Accountancy
Students have risen from the ranks to

SUCCESSFUL CAREERS



J. D. C. MACKAY
Founder

as Directors, Managers, Accountants, Company
Secretaries, Cost Accountants, Works Managers,
Office Managers, Auditors, Company Registrars,
Local Government Officers, Stores Controllers,
Cashiers, Chief Clerks—and in other Executive
Appointments at

SALARIES RANGING FROM £500 TO £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. There are also Courses in Business Training for youths and young ladies. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 170 page FREE GUIDE to Careers



C.I.S. Local Government Examinations
The School's NEW Courses for the Local Government
subjects in the Examinations of the Chartered Institute of
Secretaries are now available. Write for full details.

Read the inspiring records of The School's Students in
every branch of administration and in Matriculation,
Professional and Commercial Examinations.
Learn how you can obtain free advice from the Careers
Adviser.

The School of Accountancy

100 REGENT HOUSE, GLASGOW, C.2
SHELL HOUSE, JOHANNESBURG

BOSCOMBE. Enjoy your holiday. Warmth, Comfort, Good Food. 5 mins. Sea and Shops. Terms from 5 gns. Mrs. Chapman, "Morwena," 26, Glen Road, Boscombe, Bournemouth.

BOURNEMOUTH.—"BROWNSWOOD HALL HOTEL," adjacent Pier, Facing Sea. Lift, Billiards and Games rooms. Reduced terms Sept., October and Winter residence. Write Manager for illustrated brochure. Telephone Bournemouth 5050.

CORNWALL. Accommodation in Mansion House, excellent fare, moderate terms. Situated on high ground a few minutes' run out of Truro. The recognised centre for the Cornish Riviera. Enquiries: Davis, "Penmount," Truro. Phone 2871.

DOUGLAS, ISLE OF MAN. Granville House, Granville Street, Loch Prom.—H. and C. Reduced terms, early, late. Personal supervision. MOSS.

Llandudno. "Arosva," Chapel Street. Select Guest House. 1 minute Sea and Shops. H. & C. all rooms. Terms 15/6d. each per day. Proprietress, Mrs. Crewe.

LONDON. West Court, 27, Nevern Square, S.W.5. —One minute Earls Court Station; h. & c. basins; interior spring divans; 12/6d. b. & b.; phone Frobisher 492.

SOUTHSEA. Pleasant accommodation near Sea & entertainments. Comfortable beds, good substantial food. 3½ gns. to 4 gns. full board. Coalbran, 23, Victoria Road North.

TANKERTON-ON-SEA, Kent. Homely Guest House. H. & C. all Bedrooms. Open throughout year. Mrs. Thornton, 27, Northwood Road. Phone Whitstable 098.

NETHWAY HOTEL FALKLAND TORQUAY
A SELECT HOTEL (unlicensed) where FOOD, SERVICE AND SITUATION ARE OUTSTANDING. Summer Terms 7-8 gns. Proprietor—Ex NALGOITE—C. W. S. WILLIAMS

MISCELLANEOUS.

C.W.P. FIRST AID POCKET OUTFIT for Boy Scouts, Campers, Cyclists, Motorists. 3/- post free. PHARMACAL PRODUCTS LTD., BOURNE END, UCKS.

STAMPS.—Office lots, on or off paper; all countries; clean and fine only; good prices. Lowe, 1, Barton Terrace, Dawlish, Devon.

High Wycombe and District War Memorial Hospital, Bucks.—Nursing Orderlies required (male or female), with some previous nursing experience. Apply with full particulars to Matron.

High Wycombe and District War Memorial Hospital, Bucks.—Assistant Nurses required (male or female). Apply with full particulars to Matron.

High Wycombe and District War Memorial Hospital, Bucks.—Additional Staff required for opening of new wards in connection with the above Hospital, situated in pleasant surroundings only 28 miles from London:—

Senior Sister for Administrative Duties.
Junior Administrative Sister.

Night Sister.

Junior Night Sister.

Ward Sister for Chronic Sick Wards shortly to be opened, to accommodate 24 patients.

Staff Nurses for Day and Night Duty.

Apply with full particulars to Matron.

BURTON MANOR COLLEGE—SHORT RESIDENTIAL COURSES FOR LOCAL GOVERNMENT OFFICERS. Course 74, September 30th to October 6th, "Books and the Reading Public"—especially suitable for Librarians; Course 75, October 2nd to 7th, Local Government Today—A Survey of the Field." In addition to a survey, Chief Officers will discuss their various departments. Fees: £3 10 0 per week for students from Merseyside; £4 5 0 per week for others. Applications: The Warden, Burton Manor College, Burton, Wirral, Cheshire.

SMOKERS, THESE SUBSTITUTES WILL DELIGHT YOU! Cigarette leaf Mixture, 4½ ozs., 4/1rd. (Sample oz. 1/3d.); "Cambrian Morn" Pipe Mixture, 13½ ozs., 5/1rd. (4½ ozs., 2/3d.); "Dulas" (stronger), 9/3d. lb. (4½ ozs., 2/6.) Post Paid. Discount for repeats. Introduced 1938—testimonials everywhere. Full list free.

Alan Wright Co., Newtown, Mont.

MINSEC positively kills Ants, Beetles, Crickets. General free sample sent to M.O.H. and Chief Sanitary Inspectors, on request. Minsec Co., 21, Keynsham Avenue, Newport, Mon.

POSTAL TUITION FOR THE

PROMOTION EXAMINATION

AND FOR THE

DIPLOMA IN PUBLIC ADMINISTRATION

OFFICIALLY APPROVED AS AN ALTERNATIVE

Wolsey Hall prepares candidates for these Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free. At London D.P.A. Examinations 1948 (Whole Exam.) 73 WOLSEY HALL STUDENTS PASSED, forming OVER ONE-THIRD OF THE PASS LISTS: 59 Passed One Part Only.

Write for Prospectus, mentioning examination in which you are interested, to C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH.

WOLSEY HALL, OXFORD

PROPRIETORS: DIPLOMA CORRESPONDENCE COLLEGE, LTD.

HIGH PAY AND SECURITY!

Get this FREE 168-page Guide to Success in Local Government, Business and the Professions

Here is a new book keyed to the needs of every ambitious Local Government Officer. It contains full details of our streamlined home-study courses in all branches of Business and the Professions, describes the easiest way to get a recognised qualification, and reveals a new and practical plan for your success.

We Guarantee

"NO PASS—
NO FEE"

WHAT SUBJECT INTERESTS YOU?

Accountancy
Secretarialship
Management
Book-keeping
Estimating
Banking

A.L.A.A., A.C.I.S., A.C.W.A.,
Matriculation, Etc.

Local Govern-
ment
Insurance
Welfare
Costing
Surveying
Sanitary Eng.

Send for details of
our Local Government
Promotion Examination
Course.

"HIGH PAY AND SECURITY" is something more than a prospectus, it is a mine of information and practical help that you cannot afford to miss—especially if you desire a successful and satisfying career. Write, call, or phone Mayfair 0812 TO-DAY—before the new edition is exhausted. You may have your copy of this enlightening handbook FREE and without obligation.

BRITISH TUTORIAL INSTITUTE
(Careers Consultants since 1927)

457, AVON HOUSE,
356-366, OXFORD STREET,
LONDON, W.1.

BTI

ASCOT PRIVATE HOTEL, Clifton Drive, New South Promenade, Blackpool.—Vi-spring beds; H. & C. all rooms. Car Park. 16s. 6d. per day. Vacancies August and September.

BLACKPOOL: Brioni, Promenade, Bispham. Every amenity. Overlooking cliffs. Enquiries welcomed. Moderate Terms. Phone 519881. Prop. M. Dyson.

BOURNEMOUTH.—Durlston Court Hotel, East Cliff. The House of Good Food confirmed by your friends who have visited us. Rooms with private baths. Write for brochure or phone Bournemouth 244.

BOURNEMOUTH—NAPIER COURT, Durdley Gardens, West Cliff.—Open all the year. Pleasantly situated near Durdley Chine, 100 yards Cliff top. Terms from 5 gns. weekly. Winter terms from 4 gns. Proprietors: Mr. & Mrs. Norman, E. Simcox. Phone: Bournemouth 2881.

BOURNEMOUTH.—West Bay Hotel, West Cliff Gardens. 100 yards sea 16 bedrooms. h. & c. Vi-spring beds. Phone 3511.

BRIDLINGTON, "South Ella," Belgrave Road.—15s. inclusive, September onwards only. Car Park. H. & C. all Bedrooms. Half minute South Beach, Royal Hall. Telephone 2125 HORNBY.

LA BASSEE PRIVATE HOTEL, Hawkwood Rd., Boscombe, Bournemouth.—Vacancies from September 3rd. Reasonable terms. Phone: Hatchard. BOS 225X.

LOWESTOFT.—Comfortable bdr. residence and Bed and Breakfast, one min. beach, good food, garage. Mrs. Carr, 389, London Road South.

TORQUAY.—Ellington Court Private Hotel. Own grounds overlooking Torbay. Garage. Few minutes promenade. Autumn vacancies. 5-6 Gns.

TORQUAY.—PEMBROKE HOTEL, Meadfoot Sea Road.—Terms 6 gns. from 10/9; 5 gns. from 8/10; 7 gns. Xmas, Easter Season.

Very comfortable accommodation. Bed & Breakfast. Recommended. Central all parts Devon. 7, St. Michael's Road, Newton Abbot, Devon.

SALISBURY DIOCESAN TRAINING COLLEGE.—BURSAR (Woman) required in September. Duties include accountancy and Committee work. Apply immediately for application form to the Secretary, 65, The Close, Salisbury.

CIVIL SERVICE EXAMINATIONS

Clerical Classes 16-18; Executive Class 17½-18½; Officer of Customs and Excise 19-21; etc.
Specialised postal tuition by University graduates for all Civil Service exams. 10 per cent. reduction in fees for members of NALGO and their families.

Write for particulars to:

CIVIL SERVICE CORRESPONDENCE SCHOOL
10, Station Parade, Balham High Road, London, S.W.12.

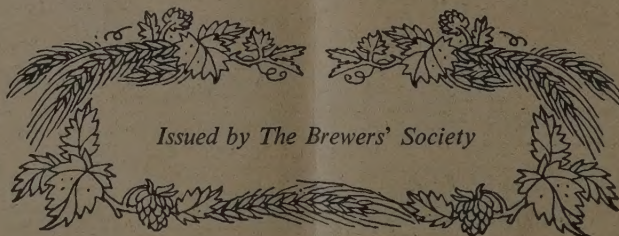


The Tied House System

Nearly twenty years ago, the Royal Commission on Licensing found that under a good and careful brewer the 'tied house' system operated advantageously and produced excellent results.

Under this system, the English inn has grown in usefulness and good repute as a centre of social life. The brewer has been able to avoid waste in production and distribution with much benefit to the customer, and to supply beer in fine condition. Mine host has remained as master in his own house, even if it be one which he could not afford to buy and for which he pays a low or merely nominal rent.

The system has not restricted the customer's choice of beer. Customers are generally able to choose between the 'tied house' of one brewer and another, and hence between their beers. There are more than 2,000 different beers now being brewed by the 500 or 600 brewing firms in the country, and each of them finds its way into some of our inns.





THE SCHOOL MISTRESS

Co-op customers

She is one of the most important people in the community; for she gives to our children—the nation of to-morrow—their fundamental morality and outlook. She needs a strong sense of humour, and must earn respect as well as popularity. In short, the school mistress has to be both human and an institution! So too, the Co-operative Movement—which is perhaps why so many teachers join the Co-op, the *only* place where C.W.S. goods are sold: for to the scholastic mind the equation “C.W.S. goods + Co-op dividend = lower cost of living” is irresistible.

AN ANNOUNCEMENT OF THE
CO-OPERATIVE WHOLESALE SOCIETY Ltd.

GN 1894 B (H)



ARE YOU GAGGED BY THE “OLD SCHOOL TIE”

*When the Power to
SPEAK can free you?*

Some time ago there was a controversy which suggested that there are two types with an “Old School Tie” complex—those entitled to wear “The Tie” and who believe it can help them on in life, and those *not* entitled to wear it, and who believe that that must keep them back. **BOTH ARE WRONG!**

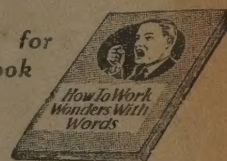
The road to success—in whatever sphere you choose, whether business, social life, factory work, or the Services—lies indisputably with your ability to **SPEAK**; not just to say words, but the power to put your thoughts into that forceful or persuasive speech which alone can help you to advance along the lines that you will. You may be able to wear the “Old School Tie” and yet find this one of the subjects your higher education didn’t touch; you may not have had the advantage of a University education and still win your way through to the really Big Things of Life!

LEARN ABOUT THE NEW EASY METHOD

A unique book entitled “How to Work Wonders with Words” explains how to acquire quickly the ability to speak effectively, develop poise, personality; how to banish timidity, self-consciousness, and lack of confidence.

**Send 2d. Stamp for
this Amazing Book**

Write or post coupon
**TO-DAY—
THE SPEAKERS’ CLUB
(Dept. LC/ES21)
MARPLE, CHESHIRE.**



THE SPEAKERS’ CLUB

(Dept. LC/ES21), Marple, Cheshire:

Please send me your inspiring book, “How to Work Wonders with Words.” I enclose 2d. in stamps.

NAME.....
ADDRESS.....

EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)	London Matric. & B.Sc. (Eng.)
Meat and Food Inspector	The New PROMOTION EXAM.
A.R.San.I., M.R.San.I.	Chartered Institute of Secretaries
Institute of Housing	A.R.V.A., A.C.C.S.
Weights and Measures Inspection	Inst. of Mun. Engineers
Diploma of M.R.I.P.H. & H.	A.M.I.C.E., A.M.I.E.E.
College of Preceptors’ Certifc.	A.M.Inst.W. & H.S., etc.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of the latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students’ work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent. and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide which will be gladly sent free and without any obligation whatever on your part while stocks last.

**CHAMBERS
COLLEGE**

Dept. 212
148, HOLBORN
LONDON, E.C.1

COUPON
CHAMBERS COLLEGE (Dept. 212)
148, HOLBORN, E.C.1.

Please send me your MUNICIPAL GUIDE,
NAME.....

ADDRESS.....

Exam in which interested.....

(Id. stamp only required if unsealed)

MODERN Ringcraft



"Solitaire" Diamond
Claw-Set from £12 10 0



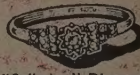
"Solitaire" Square-set
"Step-Sides" from £25 0 0



"Solitaire" Diamond
with Set sides from £15 0 0



"Solitaire" Diamond
Fancy Shoulders £16 16 0



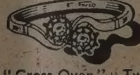
"Solitaire" Diamond
Coronet-Set £20 0 0



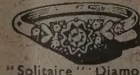
"Solitaire" Diamond
Square-Set £15 0 0



Diamond & Sapphire
Cluster-Style from £20 0 0



"Cross-Over" Two
Diamonds Coronet-Set from £15 0 0



"Solitaire" Diamond
Fancy Shoulders £25 0 0



Fancy Diamond
Cluster — £17 10 0



Three Diamonds
"Cross-Over" Style from £16 16 0



Gents' Gold Signet
Rings in various styles



Wedding Rings in
various styles

As Jewellers of repute and manufacturers of beautiful Rings, the name of Winegartens is acknowledged as the foremost in the country. By the fastidious selection of the choicest gems and the careful designing of suitable settings, Winegartens create rings that truly add pleasure to the pride of possession.

WINEGARTENS Ltd,

157 • BISHOPSGATE • LONDON • E.C.2

TELEPHONE BISHOPSGATE 1786

Hours of Business:
Monday to Friday 9.30 a.m. to 6 p.m.
Saturday, Closed all day.

Mortons for Personal & Home Needs

ASK FOR CATALOGUE AND
TERMS OF BUSINESS



RELIABLE WATCHES
Gent's watch in 9 carat
gold, with 15 jewelled
lever movement of good
adjustment.
Price £17/17/0.
Other watches from
60/- to 18 gns.

DEPTS

Ladies' & Men's
Outfitting,
Furnishings,
Boarding
Watches,
Clocks, Radio,
Electrical,
Mowers, Cycles,
Frams, etc.,
etc.

Ready-for-
Service
Suits in fine
Worsted materials.
Navy pin
stripe and
herringbone
designs. Jacket
and Trousers.
from £9.9.0.



Write MORTONS (Dept. M.O.), Highbury Place, London, N.5.

AN AUTHORITATIVE 100 pp. GUIDE TO CAREERS (SENT FREE ON REQUEST)

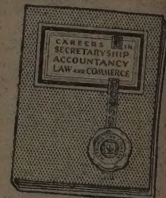
is issued by the Metropolitan College, the leading
Commercial, Professional and University Training
Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial and Legal Exams.
Diploma in Public Admin. and L. G.
Promotion, Professional Prelim. and Metric. Exams.
London University Degrees, many (non-exam) courses
in business subjects, etc.

INVEST IN YOURSELF—IT PAYS!

Write to-day for the FREE "Guide to Careers"
which shows clearly how to secure that advancement
upon which your future happiness depends. Mention
exam. if any in which you are interested.



METROPOLITAN COLLEGE

(G3/2), ST. ALBANS (or call 30, Queen Victoria St, London, E.C.4.)

DUNLOP & RANKEN LTD LEEDS

TELEPHONE 27301 (20 LINES)

STEEL SECTIONS & BARS
PLATES SHEETS HOOPS ETC

STRUCTURAL
STEELWORK